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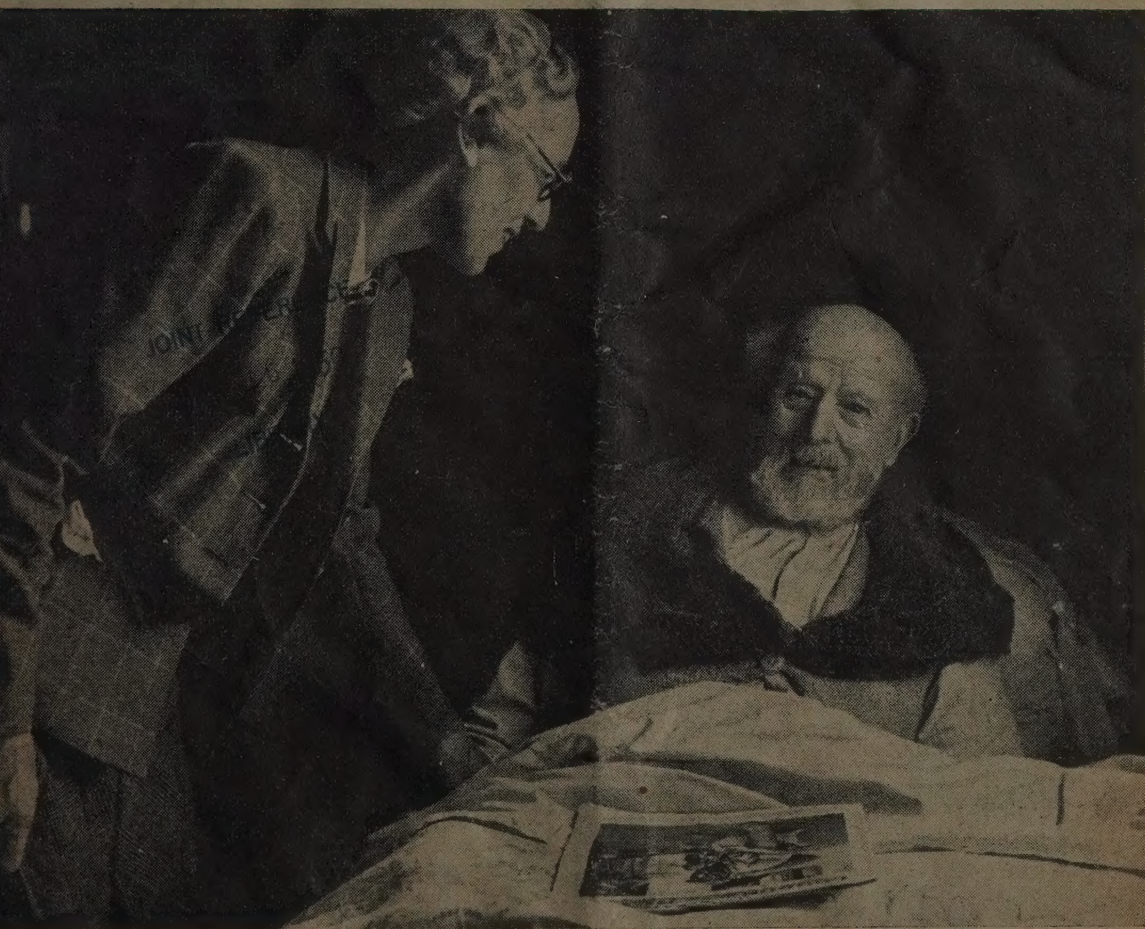
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*Journal of the National Association
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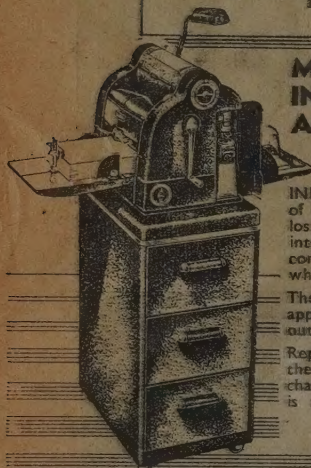
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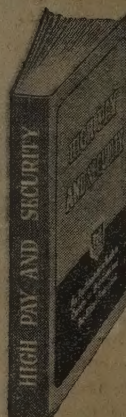
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LOCAL GOVERNMENT SERVICE

Journal of the National Association of Local Government Officers

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Notes and comments

189,000

THE LATEST annual count of NALGO members, just completed, shows that on October 31, 1949, the Association had 189,261 fully paid-up members. That total is 13,753 more than a year before, 56,000 more than in the year the war ended, and nearly 83,000 more than in 1939. In the past four years, notwithstanding the loss of some thousands of local government officers to the civil service, the Association has recruited more members than it did in the first 25 years of its existence, and is to-day not only bigger than any other union of blackcoated workers, but is one of the biggest unions of any kind in the country.

There is, of course, no virtue in size in itself; indeed, as with uranium 235, a trade union may reach a "critical size" beyond which the internal friction of its parts leads to disintegration. But NALGO has not yet reached such dangerous dimensions. True, there have been signs in recent years that, in some respects, it may be becoming unwieldy. But they have been recognised in time, and, three months hence, Conference will be considering measures designed to retain those qualities of comprehensibility, responsiveness, flexibility, and interest essential to the health of every democratic organisation.

In another respect the figures are encouraging. They show that, of last October's 189,000 members, fewer than 25 per cent. were earning less than £260 a year, and, of the remainder, 21 per cent. were getting between £261 and £350, 30 per cent. between £351 and £450, and 23 per cent. more than £450. Though nobody can be satisfied with a position under which nearly half the public service officers

in the country are getting less than £7 a week to-day, this picture is vastly different from that of 1939. Then, 24 per cent. of NALGO members were getting less than £120, 46 per cent. getting between £121 and £260, 16 per cent. between £261 and £350, 7 per cent. between £351 and £450, and only 6 per cent. more than £450. In other words, whereas, before the war, nearly three-quarters of NALGO members were getting less than £5 a week—and one-quarter less than £2 6s.—to-day three-quarters are getting more than £5, half more than £7, and nearly a quarter more than £9. That is one answer to those members whose only contribution to Association discussions is the plaintive query: "What is NALGO doing?"

Transferable Pensions

ANOTHER ANSWER is provided by the details we give this month of the rules made by the Minister of Health to govern transfer of pensions rights between the local government service and the civil service. As seems to be inevitable with all superannuation matters, the rules appear complicated. But their broad effect is simple. They mean that, in general, the local government officer can go over to the civil service, and the civil servant can transfer to local government, each taking his pension with him.

Thus a further stone takes its place on the system of interchangeability throughout the public service, which NALGO has sought ever since it first won a pension for the local government officer. Up to 1948, the civil service, local government, and the non-local government utility services were each enclosed areas from which none could escape without loss of the pension rights to which his service had entitled him. In that year—in response to a request made by NALGO in 1946—the Government passed the Superannuation (Miscellaneous Provisions) Act, making transfer of pensions possible. Since then, transferability has been secured between local government and the civil service, health service, and all public boards: only the regulations for transfer between local government and the teaching service are still to come.

In this way, largely as a result of the enterprise and pertinacity of NALGO's legal experts, the horizon of the public service officer has been enormously widened, and he can, without loss of pension, seek outlet for his talents in a wide variety of employment. The next stage, as is pointed out in an article we publish on another page this month, is to simplify the regulations and, if possible, to extend pension provisions to a much wider range of employment, with complete interchangeability. But that is a long-term prospect. In the meantime, officers in the public services should be highly satisfied with the great advances made since NALGO first proposed interchangeability less than four years ago.

Old age in a new era

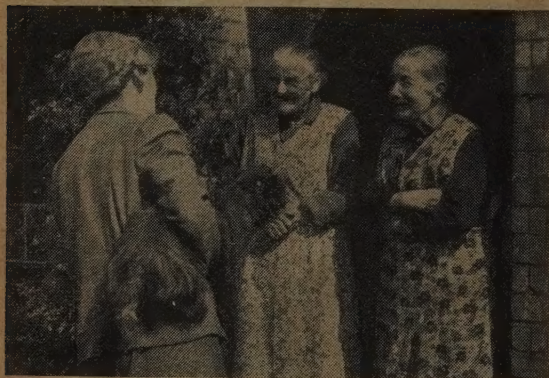
Local Government has added years to life. Now, together with voluntary organisations, it is adding life to years, helping to make the old fit and happy.

by DOROTHY COOK

CHILDREN BORN in Britain to-day will, on the average, live 20 years longer than their grandparents. In eighty years, science, sanitation, and local government have, by that amount, increased the span of human life. In 1891 there were 1,576,000 men and women over the age of 65—one in 21 of the population. By 1947 the number over 65 had increased to 5,025,000—one in ten of the population.

What are we doing about this increasing number of old people? Three developments of the past few years have profoundly affected our approach to the problem. The first is the decline in poverty. Half a century ago, most of the old were poor, tragically poor. That has largely gone, and the proportion of aged poor is now lower than it has ever been in our history. The second is the increase in social welfare—notably the passing of the National Assistance Act in 1948 which LOCAL GOVERNMENT SERVICE acclaimed at the time as opening a new era, particularly in the care of old people. And the third is the new science of geriatrics, the study of old age which, though still in its infancy, has already shown that most of us need never know Shakespeare's seventh age of "second childishness and mere oblivion—sans teeth, sans eyes, sans taste, sans everything," but, with proper care, can retain mental and physical vigour to the end.

And we are beginning to provide that care. More is being done to-day for our old people than ever before, and still more is planned. Thanks to old age pensions and supplementary assistance, the problem of real poverty has been largely overcome; though much more must be done before we can say that all old people have all they need. The problems of loneliness—now supplanting want as the main cause of unhappiness in old age—of housing, and of sickness, are being vigorously tackled.



Loneliness, more than poverty, is the main cause of unhappiness among Britain's old people to-day. A visitor who will share a joke and perform small services is always welcome.

Of the five millions over 65, at least 95 per cent. want to end their days in their own homes. It is right that they should do so, sharing in the life of the world around them. To help them, many local authorities are building, on the new housing estates, bungalows or ground-floor flats for elderly tenants.

Many authorities, too, in co-operation with voluntary bodies, are awakening to the need to relieve old people of worry and boredom. A practical approach to this problem was made by DR. J. L. BURN, medical officer of health at Salford, recently, when he called an informal public conference to consider it. At this conference, representatives of municipal and voluntary services in the area described what they were doing and wanted to do—in providing homes and meals, help in the home, visits, clubs, medical care, and other welfare services, and from it emerged a wealth of information on how much can be done with full co-operation between the town hall and voluntary worker.

A circular issued by the Ministry of Health last month stressed the importance of this co-operation. Health visitors, housing managers, sanitary inspectors, and all other local government officers who visit the home should, it urged, report to the welfare department—"in an informal way and without multiplying paper work and record keeping"—all cases needing help of one kind or another, so that the department can either deal with the problem itself or call on a local voluntary organisation to do so.

This information is needed because many old people will not admit their infirmity and need for help. Those without family or friends tend to hide themselves away, and fall into squalid isolation like this, reported to the Manchester and Salford Family Service Unit:

Mrs. Robertson was sitting in front of the fireplace with no fire. She was dirty and her clothes were ragged. . . . The bedding was very dirty. . . . By the fireplace, coal was half in a box and half spilled on the floor. . . . scraps of food were scattered on the table and on the floor. . . . the room smelt; so did Mrs. Robertson. I asked her if the bugs bothered her much, and she said they did, especially about 2 a.m. . . . She refuses to go into an institution as she prefers the privacy of her own home (room). She remarked, while I was helping to make the dirty bed, that she was ashamed of her poverty. The man downstairs had told her that she was the dirtiest woman on earth."

People of this kind need patient handling. They resent and suspect the caller, doubtless still fearing the "work-house." Only by persistence and tact can the visitor surmount the barrier of the doorstep, and then it is not until after several visits that she dares propose improvements. She then gets domestic help to clean the home, arranges for meals, bathing, and laundry facilities, and perhaps persuades her newly-won friend to see the chiropodist—often her first and most urgent need.

Though these "derelict aged" provide the most difficult



The mobile meals service operated in many areas is ensuring a daily hot meal for many old people, whose main diet was once bread and cheese and a cup of tea.

problem, they are far from the whole of it. Most old people, living alone or with relatives, can look after themselves, but need some help, and this is provided by the home help and mobile meals services.

The home help does not merely scrub and polish; she shops, collects medicine and pensions, writes letters, and often does simple nursing. She is usually a kindly person, who seldom restricts her help to what she is paid for: for example, one, knowing that one of her charges, aged 95, was frightened of thunder, left a dance during a storm to sit with the old lady.

The "meals on wheels" service is usually run from the civic restaurant in co-operation with one of the voluntary organisations, though some local authorities operate it themselves. Preston, for example, started a year ago, serving 48 meals a week; it is now serving 250. Before it was introduced, Miss S. DOHERTY, Preston's domestic help organiser, told the Salford conference, "it was not uncommon to find an elderly and infirm person making a meal of dry bread and cheese, and to learn that, while the cheese ration lasted, that was the main meal of the day. When the cheese finished, it became large chunks of bread, sometimes with a little margarine or jam and, if the tea ration had been used, just hot water. The possibility of obtaining or preparing unrationed food, such as potatoes or fish, was beyond a person of this type and age." In addition to a good meal—and no less important—the service brings a break in the monotony of a lonely day, a cheery greeting and chat, the joy of which remains.

"Darby and Joan" and "Over 60's" clubs are mostly sponsored by voluntary organisations, though many local authorities support them with grants. Salford has fifteen clubs, where, for a nominal subscription, many of its 17,000 old people gather for tea, a sing-song, a game of cards or dominoes, or an evening's entertainment. What these can mean was expressed by one old lady, who said: "I hope I don't die for many years. Two years ago, I didn't care, but since I joined the club I'm really beginning to enjoy myself."

Regular home visiting is also undertaken by both municipal and voluntary workers. Small services—such as writing a letter, changing a library book and reading a few chapters aloud, or solving a minor problem which has assumed giant proportions to the confused old mind—

mean far more than the time and energy they cost.

Even more valuable than these is the work of rehabilitation now being undertaken in many hospitals. In the past, thousands of old people, suffering from chronic or incurable complaints, were put to bed and stayed there for years, in mental and physical stagnation until death came as a welcome release. To-day, thanks to encouragement, treatment, occupational therapy, and a more robust outlook, many of these, some bedridden for ten years or more, are being restored to active and cheerful life, and some discharged to the more normal atmosphere of their homes.

This work has emphasised the cardinal fact that the recipe to a happy old age is continued activity, mental and physical, provided it is within the capacity of the old person. In human as in all life, stagnation is the way to decay and death, movement and stimulus the keys to life. To meet this need, some employers are deliberately recruiting older people—and one recently reported that the policy had resulted in a smaller labour turnover and that absenteeism among the old had been little greater than among younger workers. Other employers are retaining older staff though usually transferring them to lighter or less responsible work and thus solving the problem of staffing minor posts without interfering with promotion.

Is there not an opportunity here for local authorities, not only to set an example by employing a proportion of older people on their own staffs, but to campaign for adoption of the principle by local industries, and, perhaps, to establish a special employment bureau for pensioners?

For the minority of old people who prefer it, or whose housing conditions and general infirmity make it essential, there are the statutory and voluntary homes. It is hoped that, by the end of this month, local authorities will have provided 580 homes for 18,000 old people—the first step towards accommodating 52,000 by 1954. In addition, there are at least 637 homes run by voluntary organisations, some subsidised by local authorities.

Despite this substantial progress, however, only the fringe of the problem has yet been touched. More initiative by local authorities, more recruits to the voluntary organisations, and more co-operation between the two is needed if we are to arrive at a state of affairs in Britain where every old person may not only "add years to life, but life to years."



The weekly visit to the "club" for a quiet game, a sing-song, concert, or chat over a cup of tea, is bringing new meaning to many old lives.

Photographs supplied by National Council of Social Service.

NALGO and the manpower report

The proposals of the Manpower Committee should free local government of man-
needless tasks. Will that lead to unemployment? What line should NALGO take

by R. B. WEBB, M.B.E.

FROM TIME TO TIME, the public service finds itself at the centre of an agitation—often inspired by the popular press and blessed by political climbers—usually under such labels as “anti-waste,” “axe,” “retrenchment,” or “economy drive.” Now it has come again, but this time it has a different name, a clearer and more realistic objective, and a more responsible origin. “Manpower” is the label; “simplification of procedure” between Whitehall and the town halls is the immediate objective; and those concerned at both ends, who must be presumed to know what they are talking about, are the instigators. So we get the recently published “First Report of the Local Government Manpower Committee.” The report (which has been accepted by the Government) is the work of a committee of inquiry composed, on the one hand, of responsible officers of government departments concerned with local authorities; and, on the other, of members appointed by the associations of local authorities and the L.C.C.

The inquiry began with a circular from the Ministry of Health in 1947, to review their establishments with the object of reducing the numbers employed. It provided the authorities with a long-awaited cue to point out that the extent to which Government departments concerned themselves with the details of local administration added materially and unnecessarily to the volume of their work, and to suggest that only a substantial diminution of departmental control could make possible an effective reduction of local authority staffs. The Ministry wisely took the hint and called a conference, out of which sprang the Manpower Committee, with the following terms of reference:

To review and co-ordinate the existing arrangements for ensuring economy in the use of manpower by local authorities and by those government departments which are concerned with local government matters; and to examine in particular the distribution of functions between central and local government and the possibility of relaxing departmental supervision of local authority activities and delegating more responsibility to local authorities.

The fact that the Committee has dealt with the second part of the reference first suggests that the local authority representatives must have made it clear at the outset that, with all the goodwill in the world, there could be no substantial re-organisation and economy at local level unless and until government departments loosened their

grip on detail, and allowed the authorities to get on with the job. If this was the initial approach, there is surely not a local government officer in the land who will not say “How right they were!” and who will not welcome the prospect offered by the report of relief from wrestling with questionnaires and returns on grant-aided services.

Throughout, it gives the acceptable impression that the government’s representatives have been accommodating, co-operative, and realistic. On every page of the appendices (which contain the proposals) there is evidence of a recognition of the need for a loosening up of central control. The Home Office, for example, agrees, in respect of police buildings, that “subject to approval of annual programmes, local authorities should be free to carry out, without further reference to the department, works of maintenance and repair and other works costing not more than £5,000.” That for works costing more than £5,000, sketch plans with a brief specification only need be submitted and there need be no further reference to the department, unless it is desired materially to depart from the sketch plan, or the tender which it is proposed to accept exceeds the estimate by more than five per cent.

The Ministry of Health agrees to a relaxation in respect of housing schemes: approval of individual building sites selected by the local authority (involving the submission of detailed information) is to be dispensed with; sketch lay-out plans submitted to the department will be assumed to attract no comment unless the Ministry replies within fourteen days; prior submission of house plans is to be dispensed with, subject to the local authority certifying that the plans have been prepared by, and that the work will be carried out under the advice of, a qualified architect and that the standards conform to the relevant manuals; the monthly Housing Progress Report and certain regional forms are to be examined with a view to shortening and simplifying them. The Ministries of Education, Transport, and Town and Country Planning likewise make their contribution to this policy of “simplification”—a word which is continually cropping up throughout the report.

I have no doubt that some of the things for which the associations asked were not conceded, but it must be admitted that the inquiry has produced some really helpful suggestions, especially when it is remembered that local schemes of expenditure are necessarily tied up with the national economy programme. Local government officers will now await with interest the implementation of the findings.

The Minister of Health, in giving the report his blessing, is said that "local authorities are responsible bodies competent to discharge their own functions." It now rests with those who bear the responsibility, councillors and officers, to demonstrate that the Minister is right, and that local government can "deliver the goods" without central direction. What a chance we now have to give our public relations enthusiasts something to shout about!

But the Manpower Committee has not finished its task. It must now consider the first part of its reference—and it comes even "nearer home" to us than the second, since it must deal with the local authorities' internal organisation and our own "empire-builders," if such there be.

I can already see the magic letters "O and M" on the horizon. And why not? I doubt whether any organisation, however good it may be, could honestly claim, in these rapidly moving days, that its methods cannot be improved and that it would not benefit from a review of its operations. Everything cannot be right in every department of every town hall; methods and routine are not uniformly sound and so up to date that nothing needs attention. If we admit that, neither we nor the elected representatives should seek to evade an examination of our local administration. Let us, therefore, not be critical of the fact that the Manpower Committee is to carry out such an investigation. We shall best serve our office, and our cause as loyal members of NALGO, by welcoming it, and by keenly awaiting publication of its findings.

But—and this is directly relevant to NALGO's trade union functions—the average member is at once, and rightly, going to ask: "Where do I come in? Will my job disappear?"—especially since the Minister of Health has already indicated that, while the Government does not expect spectacular results immediately, it will confidently look for evidence in due time of a reduction in local government personnel.

My views on this can be summed up within the following general principles:

- (a) No one wants to perpetuate and work in an inefficient, wasteful, or untidy administration.
- (b) It is no part of the policy of any trade union to white-wash or shield any officer (if such has got through the local authorities' net) who gives less than his best and is content to sit back and draw his pay while someone else "carries the can."
- (c) Local authorities should be pressed to discuss the effect of the reports and the action to be taken on them in consultation with their local joint committees.
- (d) Any officer whose position eventually disappears solely as a result of the findings of the Manpower Committee and of the deliberations of the local joint committee shall be adequately compensated under arrangements approved by the appropriate National Joint Council.

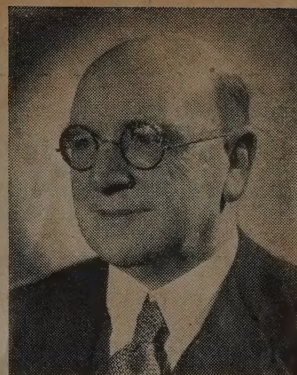
The timing of (c) and (d) will need careful consideration: too early an approach could lend itself to an interpretation scarcely less harmful to NALGO's best interests than one which is made too late. I suggest that, as the predominant trade union within the field covered by the Manpower Committee's reference, NALGO should formulate its views and express them clearly in time for them to be widely published immediately the second report is available.

HADEN CORSER

"Architect
of Whitleyism"

by J. H. WARREN

General Secretary
NALGO



HADEN CORSER, for thirty years a member of the Association's staff, and for the past five its deputy general secretary, retires from its service this month. His going, hastened, alas, by ill-health, removes from NALGO's service a personality as colourful as it was robust, a negotiator as shrewd as he was experienced.

With a father who was president of the United Kingdom Society of Coachmakers (now the Union of Vehicle Workers), Corser had trade unionism in his blood. Starting in the education department at Stoke-on-Trent in 1903, he joined NALGO soon after it was born in 1905. Then, in 1919, he became one of the Association's first three district officers and was sent to Manchester.

For the next 25 years, he remained in Manchester, in charge of what later became the North Western and North Wales district, and it was there that I first met him—a bluff, genial, and supremely efficient organiser.

But it is not as an organiser that we shall remember Haden Corser. If any one man can be called the architect of Whitleyism in the local government service, he is that man. He was quick to see in this system of collective bargaining between organised bodies of employers and employees a solution to NALGO's biggest problem—how to win reasonable and uniform standards of pay and conditions from 2,000 separate employers; some big, some small, some generous, some far from generous.

He threw himself into the development of Whitleyism with single-minded enthusiasm, and when a provincial Whitley Council was formed for Lancashire and Cheshire became its staff side and joint secretary. A National Council and several other provincial councils were formed at the same time, but indifference and hostility killed all save three. But in Lancashire and Cheshire, Corser's enthusiasm and refusal to admit defeat kept the provincial council not only alive but flourishing.

Slowly the employers recognised its good work, more councils were set up—all under Corser's guidance—and, in 1939, he became the Association's national Whitley officer. In 1944, the first fully representative National Council was created, with Corser as staff side secretary, and in the same year he came to London, first as chief organisation officer, playing a big part in the negotiation of the Charter, later as acting and deputy general secretary.

In his 30 years with NALGO, he has seen its membership grow from 12,000 to nearly 200,000, its staff from seven to 270, and the nature and complexity of its work develop out of all recognition. Those years have brought great gains to all public service officers. In their achievement, Haden Corser has played a leading part. In saying farewell, let us salute him for it.

Pensions for all

Superannuation in the public services is to-day a costly patchwork of schemes and regulations. It should be simplified and extended to cover every worker, urges

THOMAS GLOVER*

ALTHOUGH SUPERANNUATION is so important to the average local government officer, it is astonishing how little he knows about it. His references to it—when he mentions it at all—are almost invariably confined to naïve suggestions for more and bigger benefits.

Yet the surprising thing is that there are any benefits at all. Complexities are multiplying so rapidly that pension schemes will soon become ruinously expensive.

Superannuation has become complex for many reasons. It has evolved unevenly from many scattered beginnings, without policy or forethought. As a result, the law governing it is now a patchwork of adjustments and improvisations, aimed negatively at rectifying anomalies instead of building positively for the future. The modified scheme, introduced in 1948 to adapt the local government superannuation provisions to the national insurance scheme, illustrates this. For all its complexity, it is sterile, producing not a halfpenny in benefits.

Nor are members of NALGO free from blame for the complexity of superannuation provisions. They have given far too much attention to minority demands for "exclusive" privileges.

We must recognise, of course, that some complexity is inherent in superannuation: first, because the job, not the scheme, determines such considerations as retiring age; second, because many jobs, such as those in the police and fire services, carry particular hazards; third, because the differing needs of individuals call for some flexibility—it is not unreasonable to allow a married man to assign part of his rights for his dependants; and fourth, because it is necessary to protect "existing rights and expectations" when a scheme is superseded.

Admitting all this, however, it must be agreed that superannuation has become excessively involved. Separate schemes exist or are planned for local government officers, civil servants, teachers, police, firemen, employees of the national health service, and officers of gas, electricity, and other public boards. And these separate schemes are inextricably interlocked, grotesquely entwined with "vested interests" in former schemes, and tormented with that ungainly monstrosity, the modified scheme, which, characteristically, affects some employees, but not all.

The way back to sanity lies not in improvisation, but in finding a consistent policy capable of indefinite expansion. No solution can be permanent which does not provide eventually for a pension for every wage and salary earner in the country. Superannuation is no longer a private and local concern. It is becoming a social service at least semi-

national in character, and, as such, affords no room for the intimate refinements which have marked pension schemes in the past. What we need is a comprehensive pension code capable of accommodating every worker in the kingdom.

The code should comprise at most three or four separate schemes, into which all classes of occupation should be ruthlessly compressed. Each would cater for the occupations it embraced, excluding all extraneous considerations. Thus clerks, whether in the civil or local government services, the health service, or public boards, would enter a common scheme, shared by teachers and probably others. Police and firemen would share a scheme, possibly with miners, seamen, and steeplejacks.

Existing rights would, of course, be preserved, but every inducement would be offered to commute them, and the option to commute (except where this would lend itself to manipulation) should be available until retirement.

All this, of course, implies considerable reorganisation of administration. The need for this is already recognised in local government, and several interesting suggestions have been made, among them the establishment of a single superannuation fund for all local authorities. This recognises that the biggest item in the cost of superannuation administration is the labour of verifying service, opening new records, calculating and agreeing transfer values, serving notices, and solving intricate legal questions in numerous scattered authorities, many of which cannot economically maintain the specialist staff needed.

But there are objections to complete centralisation. Superannuation does not lend itself to remote control. Where, today, the superannuation assistant can obtain information from his local knowledge, or by 'phone, every minor query in a central office would call for a letter.

A better case exists, I suggest, for a kind of area superannuation board, constituted jointly by local and public bodies, and comprising three or four divisions, each administering a single scheme for all contributors within the area. Under this system, transfer values and the opening of new records would be minimised; so also would the volume of legislation, especially that relating to interchange arrangements; and expert knowledge would be used more economically, and a higher and more uniform standard of service attained. Forms would be standardised, printing costs slashed, correspondence reduced from a torrent to a trickle. If contributions were funded, as they should be, a more highly specialised knowledge of securities should make it possible to relax some of the restrictions controlling investment, with incalculable benefit, eventually, to industry.

Superannuation may seem to some a dull subject, but it holds many possibilities. We must make the most of them.

* Mr. Glover, who submitted this article for the "L.G.S." contributions competition, is superannuation assistant to Nottinghamshire County Council.

U.S. electricity staffs are keen

Staff welfare ensures keenness and contentment among U.S. electricity staffs, reports a NALGO member of a B.E.A. production team, after a six-weeks' tour.

MATTHEW WRIGHT, S. E. Scotland Electricity Board

ONE OF THE MOST VIVID impressions I have of the United States electricity supply industry is of the loyalty, keenness, and enthusiasm of the staffs. This is the rich dividend reaped by the company managements from a studied policy of "employee relationship," which affects not only wages and working conditions, but the provision of sports and social facilities, and other amenities calculated to attract and retain a contented staff.

Office, technical, and manual staffs normally work the same hours—from 8 a.m. to 5 p.m., with a one-hour lunch break. A five-day week is the rule. All employees receive six paid holidays during the year, besides their vacation period of two weeks, which, in some cases of long service, is increased to three.

Salaries are paid weekly or fortnightly by cheque, and, below the rank of supervisor, on an hourly basis. Overtime on normal working days is paid for at time-and-a-half; on national holidays at double time. Taking the dollar at its present international exchange rate of 7s., salaries seem enormous: junior clerks earn up to 7s. an hour; computer operators and book-keeper machine operators, 8s. 6d. an hour; and invoice clerks, 14s. an hour. In comparison with the cost of living, however, these rates look less favourable. Here are some current prices:

Butter, 5s. 3d. lb.	meat, 5s. 3d. lb.
eggs, 5s. 1d. doz.	milk, 10d. pint
cup of coffee, 6d.	café meal, 10s. 6d.
cheap shirts, 21s.	medium suits, 210s.
haircut, 5s.	cinema, 4s. 6d.;
small bottle beer, 2s. 6d.	small whisky, 4s.
weekly rent of a small house, 70s.	

Women receive equal pay with men, and have the same opportunities for promotion, which is almost entirely from within the company. Whenever a vacancy occurs in a larger company, existing staff are considered first. Most executive posts are held by men who have risen from the ranks.

Offices are lighted and heated to a luxurious degree. I found the heat almost unbearable at times, and was not surprised to see the girls working in thin summer frocks and the men in shirt sleeves while snow lay outside.

Most companies run subsidised canteens—or cafeterias—

where cheap and appetising meals can be bought. Since most employees live a fair distance from their work, this is essential. Drinking fountains are to be found all over office corridors, together with "vending" machines offering cigarettes, chocolates, sweets, and the inevitable coca-cola. Rest periods are usually allowed in the mornings and afternoons, and one company relays "canned" music throughout the offices during working hours!

A monthly company magazine is a popular method of telling employees about the many and various social activities sponsored by the company, including skittles, swimming, tennis, and softball clubs. One company has a nine-hole golf course solely for employees and their friends.

The party of which I was a member was 32 strong: 16 from the generating side of the industry composed one team, and 16 from the distributing side the other, each having its own leader. The teams were selected from all parts of the country and included electrical, constructional, commercial and meter engineers, overhead and underground linesmen, electricians, fitters, a stoker, a turbine driver, a crane driver, an accountant, a clerk, and representatives of the conciliation machinery of the industry.

After a week together in London, we sailed on October 22 in the "Queen Mary" and arrived in New York on October 27. During the following six weeks we covered some 5,000 miles from Niagara Falls in Ontario to Detroit, Chicago, Milwaukee, Dayton, Akron, Pittsburgh, Washington, D.C., down south through Virginia, Tennessee, and North Carolina, and then back to New Jersey and New York. We visited eight electricity supply companies, various manufacturers of electrical equipment, and other large industrial consumers. Everywhere we were received with the greatest cordiality and hospitality.

The routine of each visit was much the same. After an official welcome from the president or a vice-president of the company, the departmental heads would describe the operation and plans of their departments. This was usually followed by a conducted tour of generating station substations, and so on. The rest of the time was devoted to individual assignments when we split into our groups to study specialist subjects.



The B.E.A. productivity team, of which Mr. Wright was a member, visits the Plymouth Car Plant, Detroit.

A campaign is born

Equal pay now! is the slogan of Glasgow's 1,500 women members. How they plan to attain it is here told by

MARGARET HAMILTON

Convener, Glasgow Branch Women's Sub-Committee

"HI, MISS!... It Depends on You."

This heading to a reminder notice about a recent meeting of the women members in the Glasgow branches, might have been the theme of the meeting itself. Speakers from platform and floor stressed the fact that women must be more active in pressing for equal pay for equal work, and for equal opportunity.

If I had a pound note for every branch official (male) who has said to me triumphantly: "Ah, the women themselves just aren't interested," I should be able to chuck up my clerical division (female) job and live in comfort ever afterwards. Our campaign is proving that women in the Glasgow area are interested, but that, like men, they can get nowhere *unless they are led by the people whom they have elected to carry out their wishes.*

That is why, at the last two annual Conferences, we in Glasgow have come out strongly in favour of an equal pay campaign at national and local levels, led and directed by the National Executive Council. That is why we welcomed the N.E.C.'s action in issuing questionnaires for submission to all General Election candidates.

The Scottish district committee is represented on the Equal Pay Campaign Committee (Scotland) which has done, and is doing, valuable work. And, after last year's annual Conference, the women's sub-committee of Glasgow branch decided that, whatever the N.E.C. did or did not do, no local stone should be left unturned.

With the approval of all the branch executive committees concerned, a joint committee was set up, representing Glasgow branch and the Glasgow electricity, gas, health, and ex-company transport branches, with the primary purpose of organising a meeting of women members. Luck was partly on our side when we fixed the date of the meeting, but, having heard as many election rumours as anyone else, we did use our common sense in choosing Wednesday, February 1.

Newspapers, in being asked to report the meeting, were told that, in the committee's opinion, the time was ripe, not only for equal pay, but for enlisting the support of election candidates. The election being news, we got some advance publicity ("Women Demand Equal Pay"; "Women in Revolt"). Speakers at the meeting linked our campaign with the election, and a resolution, passed

unanimously, and published in the following day's papers, has been sent to the 42 Glasgow candidates (to add weight to the questionnaire), and to all party leaders, as well as to our joint industrial councils.

The resolution, in the name of the 1,500 women members of the Glasgow branches, called for immediate adoption of the principle of equal pay in the local government service, civil service, nationalised services, and the teaching profession, and urged that this step would improve the nation's economic position by:

Giving to all the women concerned a greater incentive and interest in their work;

Easing the hardship suffered by underpaid women workers with dependants; and Removing the serious sense of injustice which colours the outlook of most women.

The meeting was well attended because women to-day are interested—and we did not scorn to titillate that interest. Collecting sheets, circulated among members, had already raised £23 for the Jill Craigie equal pay film, and had made them aware that something was going on. Now, we sent to each woman member a notice designed to put over something even to those who did not come to the meeting. "Oh yes, madam," it said, "you deserve flowers, clothes, perfume, compliments... and also a 20 per cent. rise in salary."

From a platform decorated with slogans and eye-catching posters, we heard Miss Margaret J. Pringle, ex-president of the Educational Institute of Scotland; Miss I. H. MacLelland, secretary of the Equal Pay Campaign Committee (Scotland); and Miss Hilda Monaghan, convener of the women's sub-committee of the NALGO Scottish district committee and a member of the national women's services sub-committee. Our branch secretaries (male) lent the support of their presence, but confined themselves vocally to proposing a vote of thanks to me as chairman.

The main speeches provided repeated evidence that, while women—especially those with dependants—do need more money in these days of rising cost of living, the fight for equal pay is not simply a matter of *Gimme, gimme*. We follow in the footsteps of the women who campaigned for the vote, and in 1913 staged a march on London from all parts of the country to emphasise their demands.

If I say that such a thing would not be too fantastic as the climax of a nation-wide equal pay campaign by all interested organisations, I hope to be given credit for the fact that I am prepared to tramp 400 miles from Glasgow!

For the present, however, we confine ourselves to less spectacular methods. Remembering the experience of Metropolitan women members who lobbied M.P.'s last year, we are making sure that no Glasgow M.P. will be able to say that the subject of equal pay was never mentioned in his constituency. In addition to the resolution and questionnaire which all candidates have received, women members have been asked to make individual approaches to candidates: I did a bit of this myself in time to have an article published in one of the newspapers ("by a Woman Local Government Officer") two days after the announcement that a General Election was to take place. The payment for that article, and for this one, will go to our campaign fund, as will the £2 16s. 10½d. collection taken at the meeting, plus—we hope—a small residue from the grant made to us by our branches.

We are to continue and increase our co-operation with other local organisations, several of whom, along with NALGO branches outside Glasgow, were either represented at the meeting or sent messages of support. And our committee, as part of its post-election campaign, is to consider the question of a petition signed by women members.

That, then, is our local campaign to date. It not only prepared the ground for the action which the N.E.C. asked branches to take, but it set men and women talking in every office and building where there are NALGO members in the Glasgow area. Where there is talk there is interest, and this will be harnessed for our campaign to impress on newly elected M.P.s the fact that equal pay for equal work is to-day an urgent demand by men as well as women local government officers.



DIARY OF
ACHIEVEMENT
No. 2—1933



The Higher Soars the Summit

N.B.S. offers (tax paid):—

**2½% per annum on
SHARES (members only)**

**2% per annum on
SPECIAL DEPOSITS**

**1½% per annum on
ORDINARY DEPOSITS**

Maximum Holding £5,000

Minimum Subscription

2s. per month

"Small sands the mountain, moments make the year." The mountain here is Everest in the land of the abominable snowmen, the year 1933 when Tibet was still a lost horizon, and the "moment" the success of the flight expedition led by Lord Clydesdale, now Duke of Hamilton. This yet untrodden peak is the loftiest on the globe, with a height of 5½ miles—twice as high as Mont Blanc which the Bad Lord Byron described with some poetic licence as "Monarch of the mountains with a diadem of snow."

A mountain and a stream are said to be good neighbours because the one sustains the flowing of the other. We appeal to your good neighbourliness to pile up to a new peak the small sands that make our mountain of share and deposit investments and help sustain the stream of mortgage loans. The higher soars the summit, the stronger will be the flow, and your regular monthly savings, however small, will see to it that the sands do not run out.

NALGO BUILDING SOCIETY

Established 1932

Mortgage Assets exceed £6,000,000

Total Assets exceed £7,000,000

1, YORK GATE, REGENT'S PARK, LONDON, N.W.1



The minute

by 'SENEX'

Chairman: The next item on the agenda I see is—er—the fence at No. 35, Apple Road. You will remember or—er—perhaps you won't—that it was blown down in a gale a few months ago and the—er—Surveyor reported to us that it was all gone rotten and couldn't be—er—replaced—er—repaired, I mean. So I suppose that means a new fence. What do we think?

Councillor Bull: What's this to do with us, Mr. Chairman? I'm only asking.

Chairman: Er—I don't—er—know quite what you mean, Councillor Bull.

Councillor Bull: What I mean is what's it to do with us? Whose house is it?

Chairman: Oh, didn't you know? The corporation bought it some years ago. It's one of ours. Yes, ours.

Councillor Bull: Who lives there, then?

Chairman: Why, the Baths Superintendent, to be sure. That's why we bought it, you know. We had to find a place for him to live, you know.

Councillor Trimming: What rent does he pay?

Chairman: Well, really, you can hardly expect me to answer that—er—off-hand, can you? I'll find out. In the meantime what about this fence? What sort of fence are we going to put up?

Councillor Wood: Split-chestnut.

Councillor Mrs. Adams: One moment, Mr. Chairman. As the only woman member of this Committee, I should like to ask, if I may, why is this fence necessary? What I mean is, do the children attending the baths get in the garden and do damage? Is that it?

Chairman: Dear me, no! Why, the baths must be—er—a quarter of a mile away or more than that.

Councillor Wood: Split-chestnut, I says.

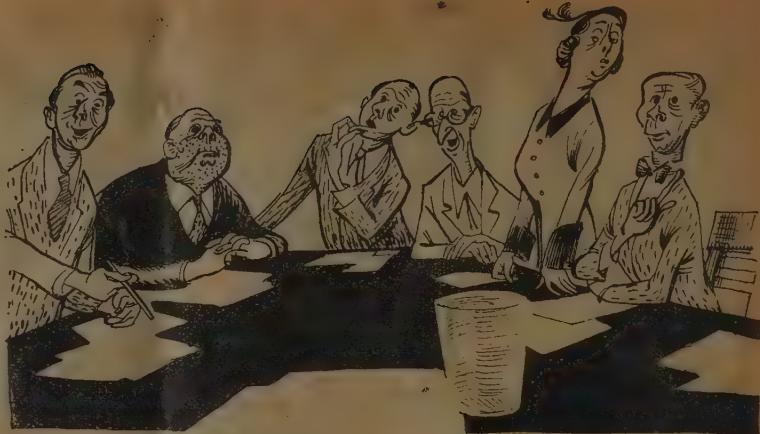
Chairman: Oh—er—I am informed that the rent is twenty-five shillings a week. That's what you wanted to know, Councillor Trimming, wasn't it?

Councillor Trimming: Twenty-five shillings a week! Well, I move that it be raised to thirty shillings a week.

Chairman: One moment, gentlemen—er—Councillor Mrs. Adams and gentlemen. One moment, please. I don't think that is quite in order. We're discussing the fence, not the rent of the house.

Councillor Trimming: Everything's going up—coal, meat, gas—everything. You can't deny it. I move that this rent be put up to thirty shillings.

Chairman: I'm afraid I must—er—definitely rule that out of order at present.



It's not on the agenda. We must get back to the fence.

Councillor Slim: How much is this fence going to cost, Mr. Chairman?

Chairman: Well—er—that's a difficult question. I suppose it depends on the kind of fence, the kind of posts, and—er—all that.

Councillor Wood: Split-chestnut, I says.

Councillor Slim: Who's responsible for the fence coming down? I want to know.

Chairman: Well—er—the gale, I suppose. Even we can't control wind, you know, Councillor Slim. Ha, ha!

Councillor Mrs. Adams: Mr. Chairman, as the only woman member of this Committee, what I want to ask is this. Has the Baths Superintendent got any children who would be likely to run out into the road if there's no fence? If so, we ought to do something about it.

Chairman: This fence is at the—er—bottom of the garden, I understand.

Councillor Mrs. Adams: Is there a railway there?

Chairman: I—er—let me see—no, there wouldn't be. Nowhere near.

Councillor Mrs. Adams: I just wanted to know. We must protect our children.

Councillor Burns: As a matter of fact, Mr. Chairman, the Baths Superintendent is unmarried.

Chairman: Thank you, Councillor Burns. That clears up that point.

Councillor Slim: What's he want a house for, then?

Councillor Mrs. Adams: I suppose in that case he has a housekeeper. I hope she is a respectable woman. We can't be too careful with corporation property.

Councillor Burns: As a matter of fact, Mr. Chairman, his mother keeps house for him. A good woman. I've met her.

Chairman: Thank you, Councillor Burns. That's very satisfactory.

Councillor Trimming: I'm not satisfied about this rent, Mr. Chairman. How many bedrooms are there? Is there a bath? What's the area of the site?

Chairman: I'm afraid, Councillor Trimming, I couldn't possibly answer those—er—questions without notice.

Councillor Trimming: Who pays the rates?

Councillor Tite: While we're on this question, Mr. Chairman, I want to ask, has anything been done about the drains in Pear Tree Avenue?

Chairman: Oh, that was settled at the last meeting, Councillor Tite. You weren't present, I believe. I've forgotten just what happened, but it's all—er—in the minutes.

Councillor Tite: Thank you, Mr. Chairman. That satisfies me. I'll have a look when I get home.

Chairman: Dear me! Time is going on. Perhaps, gentlemen—Mrs. Adams and gentlemen—perhaps we had better pass on to the next business. Item No. 4 . . .

Extract from minutes:

The condition of the fence at No. 35 Apple Road was discussed.

Resolved—That consideration be deferred.

40 YEARS AGO

From "The Local Government Office," March, 1910:

"MEMBERSHIP of the National Association has now reached 18,000, which is most gratifying and encouraging. . . . The National Association is engaged in a work which will in the very near future tell its own tale. It is unwise to rush headlong with the Superannuation Bill . . . but no less than 131 members of Parliament have promised sympathetic consideration . . . and so long as local government officers stand together the cause must prosper." Sir Homewood Crawford, President of NALGO, at the Annual Dinner of the Metropolitan Association of Local Government Officers.

The difficulties of the Association's task were apparently under-estimated, since voluntary superannuation was not obtained until 1922, and the Bill making it compulsory was not passed until 1937.

At Random

by 'HYPERION'

Election Fervour

Old Lady In Polling Station (to policeman): "This'll 'elp to keep the Bolshie out. I 'aven't 'arf put a cross against 'is name!" (I offer a prize of 10s. for the best Polling Day story and 5s. for every other one published.)

The Basic "Ough"

The version of the Basic "ough," which I have known for twenty years, and used, in sorrow, for purposes of illustration in teaching abroad is:

"A rough-coated, dough-faced ploughman strode through the streets of Scarborough, coughing and hiccoughing thoughtfully." Martin Bretherton in *Sunday Times*.

Hough Tough

The wind was rough

And cold and blough.

She kept her hands within her mough.

It chilled her through,

Her nose grew blough,

And still the squall the faster flough.

And yet although

There was no snough,

The weather was a cruel fough.

It made her cough—

Please do not scough—

She coughed until her hat blough ough!

Weekly Telegraph.

Beethoven versus Behop

We also had a cat who was devoted to music. He showed a marked preference for classical music. Dance music did not interest him greatly, and jazz seemed positively to hurt him, and he would run out of the room to escape it. But Beethoven he loved, and would sit listening, purring, with half-shut eyes, and an ecstatic expression on his face.

Letter in *Observer*.

POST-ENTRY TRAINING IN ELECTRICITY SERVICE

by L. G. MOSER

APR 2 - 1952

LIBRARY

THE RECOMMENDATIONS of the National Joint Advisory Council for education and training of junior clerical and administrative staffs have now been sent to electricity boards. It is hoped that they will be generally accepted and put into operation in the near future.

The problem of education and training for juniors in the electricity service is complex. Although it has been the practice of many undertakings to recruit at 16, and to make entry into the clerical grades conditional upon success in appropriate examinations, juniors are in fact recruited at different ages and with varying educational standards. The Advisory Council recognises that the time may come when it will be necessary to specify a standard qualification, such as the school certificate or its equivalent, as a condition of entry.

Any contemporary scheme of training, therefore, must cater both for those leaving school at 15—whether with or without one or two years' commercial training—and those leaving at 16 to 18 with school or higher school certificate.

Juniors who start work at 15 must rely on part-time classes to acquire skill in any of the office arts. Part-time training is considered to be an unsatisfactory alternative to full-time courses, and most employers prefer those who have had full-time training before starting work. Because there are comparatively few suitable training centres, however, difficulty is experienced in many areas in recruiting trained young people. So long as there is this shortage, particularly of shorthand-typists, the Advisory Council recommends that in suitable cases juniors who have had no training should, after a probationary period of employment, receive six months' full-time general education, including commercial subjects and shorthand and typing.

It is recommended that all juniors, including shorthand-writers and typists, should be given the opportunity of obtaining, by part-time study, a broad education, well balanced between office arts and general subjects. To make this possible, they should be allowed one day off a week for education, so long as they continue to show progress. At the same time they should be encouraged to attend additional classes on one or more evenings each week.

Regular training in ordinary business methods within the organisation itself should also be pursued. It is suggested

that the value of a general training appropriate to the industry would be enhanced by grouping together employees from different departments, but it may also be possible to join with local government authorities and other employers to provide this type of instruction.

The Advisory Council considers that juniors who have the ordinary or higher school certificate will generally wish to prepare for a more specific career, and to seek professional qualification as, for example, accountants or secretaries. They will, however, need guidance during their first years of employment and should, in common with all other young recruits, be inducted into the organisation in a systematic way. During their first weeks, they should be given some instruction on the board's organisation, and in particular how the various headquarters departments are related to each other and to the higher levels of authority. Provision should also be made for them to gain experience in more departments than one before deciding in which branch they wish to specialise. They should not, however, neglect educational opportunities until, probably at about 19, they start their professional studies.

It is felt that there is also a need for a general commercial course to provide a sound education for those who may not wish to acquire professional status, and the Advisory Council suggests that the national certificates in commerce fulfil both needs. Courses for the ordinary national certificate are of three years' duration, and include subjects regarded as a sound basic education for any clerical and administrative employees in the industry. The certificate is becoming better known in commerce, and the Advisory Council suggests that it should be helpful to those who wish to take advantage of opportunities of advancement which may occur in some other sphere. The higher national certificate entails a further two years' training, and subjects can be chosen to suit the more specialised requirements of the electricity supply industry. Unfortunately, these certificates have not yet been accepted by any of the institutions as an exempting qualification, but efforts will be made, in conjunction with other industries, to persuade these bodies to reconsider their attitude.

The Advisory Council is now considering a scheme for education and training of commercial and showroom staffs, as well as the important question of financial and other assistance to students.



Tea Leaves . . .



are such wishful thinkers!

PARDON us for spoiling some homely fun, but we just can't believe that the tea-leaves really know any more about our future than the cup knows about our past.

Aunt Jane (bless her) never tires of telling us that the "shoe" near the handle means "happiness and good fortune always, my dear." And if she should tactlessly tell us that the "rope" means trouble, well, we can always humour her by having another cup of tea and persuading her to try again. After all, we are prepared . . .

The future means so much to us that we prefer to do more than peep into its mysterious depths. We know

that one day our ship will come home and that, if misfortune should come our way, the blow will be lessened.

The answer? Life assurance with LOGOMIA. Policies to meet every need and at moderate cost. No irksome restrictions, and premiums payable by monthly instalments, if desired, without extra charge.

Why not consult your Local Correspondent for further details or write direct to Headquarters? Aunt Jane says a "bridge" in the tea-leaves means something very beneficial will result from a wise decision, and in this case we are inclined to agree with her.

NALGO INSURANCE DEPARTMENT
1, YORK GATE, REGENT'S PARK, LONDON, N.W.1



Service conditions news

Local Government

TRANSFER OF PENSION TO CIVIL SERVICE

by W. C. ANDERSON

RULES HAVE now been made by the Minister of Health which provide for the transfer of pension rights when a pensionable local government officer becomes employed in pensionable civil service employment. They are the Superannuation (Transfers between the Civil Service and Local Government) Rules, 1950, and they came into force on January 30, 1950. They replace, for the future, the "cold storage" arrangements of the Local Government and Civil Service (Superannuation) Rules, 1936, whereby the local government pension was "frozen" and became payable when the officer retired on pension from the civil service, i.e., the officer got two pensions.

Transfers to the civil service

So far as transfers from local government to the civil service are concerned, the new rules apply to any person who

- (a) becomes employed as an established civil servant within twelve months after ceasing to be employed in pensionable local government service; and
- (b) within three months after the date on which he becomes employed as a civil servant, or within six months after January 27, 1950 (whichever is the later), notifies the civil service department in which he is then employed that he desires the rules to apply to him, and furnishes the department with particulars of his previous pensionable employment, war service, and national service.

The rules apply to transfers which have taken place between February 4, 1948, and January 30, 1950, provided the local authority maintaining the superannuation fund to which the officer was a contributor consents. But that consent is not required where a "cold storage" pension may become due to the officer from the local authority under the Unemployment Assistance Board (Superannuation) Rules, 1935, or the Local Government and Civil Service (Superannuation) Rules, 1936, even though the transfer took place before February 4, 1948. In such cases, the officer can elect that the new rules shall apply instead of the 1935 or 1936 rules, and the new rules operate in his case without the local authority's consent being necessary. The new rules also operate without consent to transfers which take place on or after January 30, 1950.

Reckoning of service on transfer

In cases where the rules apply, service reckonable as contributing service in the local government pension scheme becomes reckonable for civil service pension purposes as service in the capacity of a civil servant. Non-contributing service is reckonable at half its length except for the purpose of determining whether the officer has the minimum period of service necessary to entitle him to a civil service pension; for that purpose, it is reckonable at its full length.

The local authority administering the local government superannuation fund must pay a transfer value to the Treasury in cases to which the rules apply. The officer's employing authority may resolve that all or part of his non-contributing service shall be reckonable as contributing service within six months after the date on which he becomes employed as a civil servant, or within nine months after January 27, 1950, whichever is the later. Where a local Act scheme confers discretion on the employing authority to add years, it may, within the same period, resolve that the years shall be added to the officer's service. These provisions do not operate where the 1935 or 1936 rules have applied. The employing authority must pay the amount by which its action increases the transfer value.

Return of contributions

Contributions are not returnable by the local authority in cases where the rules apply, but if the officer ceases to be employed as a civil servant before he becomes entitled to a pension, the Treasury may pay to him whichever is the greater of:

- (a) the amount which would have been payable to him by way of return of contributions under the 1937 Act or the local Act scheme in similar circumstances; or

- (b) the sum payable under the civil service pension scheme by way of a short service gratuity or a death gratuity.

If his contributions have been returned to him, the officer must pay them over to the Treasury within three months after he becomes a civil servant, or within six months after January 27, 1950, or within such longer period as the Treasury allows.

Transfers to local government

The rules apply also to transfers from established civil service employment to pensionable local government employment if the officer

- (a) becomes employed in pensionable local government employment within twelve months after ceasing to be employed as an established civil servant;
- (b) has, before changing his employment, obtained the consent of the head of the civil service department in which he ceased to be employed; and
- (c) within three months after the date on which he becomes employed in local government service, or within six months after January 27, 1950, whichever is the later, notifies the local authority by whom he is then employed that he desires the rules to apply to him and furnishes the authority with particulars of his previous pensionable employment and national service.

The rules may apply, with the consent of the Treasury, to transfers which have taken place between February 4, 1948, and January 30, 1950, provided the officer has been in local government service without a break of more than twelve months at any one time from the date when he ceased to be employed as a civil servant until January 30, 1950. Consent is not necessary where the 1935 or 1936 rules apply, even though the transfer took place before February 4, 1948. The rules apply without consent to transfers taking place on or after January 30, 1950.

Reckoning of service on transfer

The period of the officer's service which is reckonable for the purposes of the civil service pension scheme as service in the capacity of a civil servant is reckonable as contributing service for the purposes of the 1937 Act or as service for the purposes of a local Act scheme, if the Treasury pays a transfer value to the local authority concerned. It is intended that transfer values shall be paid in all cases to which the rules apply.

Members affected should note that:

The new rules do not operate automatically, but only if the officer gives notice within the prescribed time that he desires them to apply in his case.

Local authorities have a discretion to convert non-contributing service into contributing service or to add years. Each member concerned should ensure that his local authority considers the circumstances of his case before the time allowed expires.

How the rules will operate

The following examples show how the rules operate:

1. (a) *B left pensionable local government service on January 1, 1947, to enter pensionable civil service employment and neither the 1935 nor 1936 rules applied in his case. The new rules do not apply.*

(b) *C left on January 1, 1947, and the 1936 rules applied. He can elect that the new rules shall apply. No consents are necessary.*

2. *D left pensionable local government service on January 1, 1949, to enter pensionable civil service employment. The 1937 rules did not apply. The new rules can apply if he so desires and if the local authority maintaining the superannuation fund to which he was subject consents.*

(b) *E left on January 1, 1949, and the 1936 rules applied. He can elect that the new rules shall apply. No consents are necessary.*

3. *F left pensionable local government employment on February 1, 1950, to enter pensionable civil service employment. The new rules apply if he so desires. No consents are necessary.*

4. (a) *G left pensionable local government service on July 5, 1948, to enter pensionable civil service employment. The 1936 rules did not apply. He left the civil service on September 1, 1949, to return to local government, and again the 1936 rules did not apply. The new rules can apply to both transfers if the local authority concerned with the first transfer consents, and if the Treasury consents in regard to the second transfer. The result will be that his previous local government service and his civil service from July, 1948, to September, 1949, will be reckonable for 1937 Act purposes.*

(b) *A similar case where the 1936 rules applied to both transfers. The officer can elect that the new rules shall apply; no consents are necessary, and the result is the same as in 4(a).*

5. *H left local government for the civil service on July 5, 1948. The 1936 rules did not apply. He returns to local government on March 1, 1950. The new rules operate without Treasury consent in regard to the second transfer, but do not operate in regard to the first transfer unless the local authority concerned consents. If the 1936 rules applied to the first transfer, the new rules can operate in regard to it without any consent by the local authority.*

Members will appreciate that, in order to state the position as simply as possible, this report can deal only with the normal type of case, and cannot cover more complicated ones covered by the new rules, such as recalculation of pension of officers who retired from local government service on pension on or after February 4, 1948,

and then became employed as established civil servants and, conversely, of retired pensioned civil servants who became pensionable local government officers. Any member who finds that his circumstances are not covered by this report should not assume that the new rules do not apply, but should seek advice from Headquarters.

Local Government

NATIONAL JOINT COUNCIL

FURTHER DECISIONS reached at the January meeting of the National Joint Council, in addition to those reported in last month's "L.G.S.," included:

Grading Dates

The operative date of the special gradings for youth employment officers and finance staffs is February 1, 1950, increments being payable on the first day of the pay period following March 31.

Part-time Staffs

The constitution of the Council (sub-paragraph (d) of paragraph 3 (Scope)) has been amended to make it clear that the functions of the Council relate to all local government officers except "all part-time officers and servants, other than those employed regularly for less than 38 hours each week by a single authority." The original sub-paragraph omitted the italicised clause, leaving local authorities in doubt as to whether or not such officers came within the scope of the N.J.C. The amendment means that they do come within its scope.

Sickness Pay

The Council considered problems which have arisen in the administration of sickness payments, namely the loss of insurance benefit through the failure of an officer to obtain a medical certificate covering the first day of absence; overlapping benefits with consequent reduction of insurance benefit; and the Ministry of Pensions' treatment allowances which, under the sickness payments scheme, are deductible from an allowance equal to full pay. It decided that:

(a) an officer shall not suffer a deduction from an allowance equal to full pay of the insurance benefit lost through his failure to submit a medical certificate to the insurance authorities covering the first day of absence, provided that a certificate is submitted to the insurance authorities by the fourth day of his absence. Any insurance benefit which is, however, actually received in respect of the first three days shall be deducted from the sickness allowance.

(Note: This decision does not exempt an officer from the obligation to notify his authority immediately he is prevented, by illness, from reporting for duty.)

(b) The dependency element only of the Ministry of Pensions' treatment allowance shall be deducted from sickness allowance. The officer will, therefore, be allowed to retain the personal element of his treatment allowance. The sickness payments provisions of the National Scheme will be amended accordingly.

The arrangements will be reviewed in six months' time.

Consideration of overlapping benefits was deferred to the next meeting.

Miscellaneous Classes

A draft scheme of salaries and conditions of service for miscellaneous classes was referred to the executive committee for detailed examination.

TRIBUNAL BACKS CLAIM OF DISMISSED OFFICER

AN AWARD by the National Arbitration Tribunal last month represents another outstanding victory for NALGO in its work of securing justice for its members. The Association claimed that a woman local government officer who had been dismissed by her local authority should not have been dismissed and ought to be reinstated. The Tribunal found in favour of the claim.

The officer was appointed a clerk in the general office of Ringwood and Fordingbridge R.D.C. in 1942. In 1946, when the council adopted the Charter, it graded her post, but refused to pay her the current cost-of-living bonus. NALGO upheld her claim and, when salaries and bonus were consolidated in 1948, the council paid the proper rate.

NALGO persisted in its claim for payment of arrears of bonus since 1946, and this the council eventually accepted. Shortly afterwards, however, the officer was told that her appointment was to be terminated, on the ground that it was temporary, and that she was to be replaced by a man. NALGO appealed but the council confirmed the notice and the officer left in November, 1948.

Thereupon, NALGO declared a dispute, and this eventually reached the Tribunal. There, the council upheld its argument that the officer had always been regarded as temporary, said that it had agreed to pay her the bonus as an act of grace, and contended that she was dismissed because she was unsuitable for her post. The council further argued that it had the sole duty and responsibility of engaging or dismissing its staff, and that its decision to dismiss this officer ought not to be questioned unless there was clear evidence of improper motive.

NALGO denied that the officer had ever been regarded as temporary, or unsuitable. The real reason she had been dismissed, it argued, was that the council had been required to pay her a salary in accordance with the Charter. If that were true, she ought not to have been dismissed, and ought to be reinstated.

After hearing both sides, the Tribunal decided that the circumstances of the officer's dismissal justified it "in making a strong recommendation that she should be reinstated" in the council's employment.

Health Service

MANAGEMENT REFUSES TO DISCUSS PAY CLAIMS

by G. W. PHILLIPS

THE ESSENCE of Whitleyism is "mutuality" and a will on the part of both sides to reach agreement. This was emphasised by JOHN EDWARDS, M.P., then Parliamentary Secretary to the Ministry of Health, when he inaugurated the various functional councils that make up the Whitley machinery for the National Health Service. But it is becoming increasingly impressed upon the staff sides that the lesson has been lost upon the Minister's representatives on the councils, and what is more important, upon the Treasury, which, although not represented officially on the management sides, exercises, without having heard any of the cases presented, a decisive influence.

This unsatisfactory state of affairs is particularly evident in the Professional and Technical Staffs 'A' Council. That council deals with the affairs of thirteen professional groups of officers, all requiring professional and academic qualifications. Before the council was formed, the salary scales of these officers—with the exception of chiropodists, hospital physicists, biochemists, clinical psychologists, and some dietitians—were fixed by the joint negotiating committee (hospital staffs) upon which no trade union was represented and were so low as to be unacceptable.

As soon as the council was formed, the staff side began the work of assessing a reasonable standard for each group, and it submitted its proposals, with supporting memoranda, to the management side, many months ago. But the Ministry of Health held up negotiations, and it was not until January 26 that a joint meeting took place. What happened is told in a statement by the staff side.

"The management side," it reported, "stated that they were not prepared in any circumstances to agree at the present time to improvements in the salaries of the staff covered by Professional and Technical Staffs 'A' Council. Any discussions in the functional council would not alter their views and such discussions were, therefore, quite purposeless. They suggested that the proposals submitted by the staff side should be withdrawn and submitted again if and when the general economic position of the country improved. They justified their attitude by quoting the statement of the Chancellor of the Exchequer that . . . nothing should be done to increase personal incomes."

But the staff side, contending that its proposals were fully justified, refused to withdraw them. It called for immediate action on the following points:

- (a) Re-establishment of the former relationship between the salaries of professional staffs and other staffs in the health service who had received advances since July, 1948:

- (b) Application of London "weighting" to staffs covered by the council;

- (c) Negotiation of national scales for those professional staffs for whom such scales had not been negotiated.

The management side refused to agree to either (a) or (b), but agreed to negotiate national scales for hospital biochemists and physicists and for clinical psychologists only.

An early meeting has been fixed to discuss national scales for the three groups concerned. The staff side, the statement concluded, proposes to take further action in respect of (a) and to refer London "weighting" to arbitration.

Superannuation

A slip in the report of the proceedings of the N.E.C.'s law and parliamentary committee on page 47 of the February "L.G.S." has puzzled some readers. Paragraph 4 of the Minister of Health's proposals for amendment of the National Health Service Superannuation Regulations read:

4. That there should be a two-months' reduction of such part of the husband's lump sum retiring allowance as is calculated on his years of service up to the date when his wife becomes entitled to her own pension.

The word "two-months'" in the first line should, of course, have been "two-ninths."

General Council

Agreement has been reached on the constitution of hospital staffs consultative committees. Agreement in principle has also been reached on proposals for appeals machinery in respect of conditions of service.

Electricity Service

PERMANENT AGREEMENT NOW IN SIGHT

by L. G. MOSER

THE ELECTRICITY BOARD's members responded to the appeal made at the January meeting of the National Joint Council and forwarded their proposals for the major part of the permanent agreement on February 1. At the time of writing these notes, negotiations had not begun, but joint meetings had been arranged for February 14 and 23 and March 2. There is, therefore, every indication that both sides want, if at all possible, to complete negotiations at the meeting of the N.J.C. to be held on March 14.

25,000 Electricity Members

Examination of membership returns shows that on October 31 last the Association had more than 25,000 electricity members. This is 6,000 more than on vesting day, and shows that the majority of administrative and clerical staffs are now in NALGO. There are, however, still some who have not yet joined an

appropriate organisation. The N.J.C. has adopted the following statement:

TRADE UNION MEMBERSHIP

The salaries and conditions of service of all administrative and clerical employees in the electricity supply industry are negotiated by the National Joint Council (Administrative and Clerical Grades) which consists of representatives of the trade unions and electricity boards who are parties to the agreement under which negotiating machinery was constituted in April, 1948.

Its value as a means for the just and amicable settlement of salaries, conditions of service, and matters in dispute, can best be maintained by the full support both of electricity boards and trade unions.

The National Joint Council is, therefore, of the opinion it is in the best interests of every administrative and clerical employee within the purview of the Joint Council that he or she should be a member of a trade union which shares with the electricity boards the responsibility for negotiating the salaries and conditions of service in the industry."

It should be borne in mind that trade unions are also doing good work in connection with education and training, health, welfare, safety, and the efficient operation of the industry, and it is hoped that branches will soon bring into NALGO any administrative and clerical staff who have not yet joined a trade union.

Public Holidays

The National Council has considered the operation of clause 5 of the holiday scheme in relation to Easter, 1951, which will fall within the 1950-51 holiday year, Easter Monday being on March 26.

It resolved that for the purpose of allocating the nine days' holiday under clause 5 of the Holiday Scheme approved on March 15, 1949, Easter 1951 shall be deemed to fall within the holiday year commencing April 1, 1951.

Gas Service

N.J.C. TO DISCUSS SCALES, HOLIDAYS, SICK PAY

by L. A. GARRATT

THE INAUGURAL meeting of the new National Joint Council for Gas Staffs was held at Gas Industry House on January 24. The council appointed a standing committee to deal with salaries and service conditions, a national joint conciliation panel, and, in collaboration with the trade union side of the National Joint Industrial Council, a tripartite committee to consider the question of marginal grades. NALGO is to be represented on each of these committees by the chief organisation officer and myself.

The employers' proposals for national salary scales and a sick pay scheme, upon which the staff side had submitted detailed

observations, were referred to the salaries and service conditions committee for immediate attention. Also referred to that committee as a matter of urgency was the question of a holiday agreement. The staff side reported dissatisfaction in some areas, where holiday lists were already being circulated and the boards were operating the interim agreement, which had been accepted by the staff side for 1949 only.

The committee has already met, and an agreement to cover holidays this year and in the future should have been reached by the time these notes are read. As soon as it is, details will be sent to branches.

The National Joint Council adopted the constitutions of the national and area joint councils, the main provisions of which were published in "L.G.S." in January, with one alteration only—an increase in the membership of the national council from 30 to 32, divided equally between the two sides. The allocation of the staff side seats will now be: B.G.S.A. 7; NALGO 5; N.U.G. & M.W. 2; other unions 2. The NALGO representatives nominated by the National Consultative Committee and approved by the N.E.C., are:

P. ASHEN, group chemist, West Midlands Gas Board, Birmingham, and a member of the N.E.C.;

T. FERNLEY, miscellaneous collectors department, North Western Gas Board, Manchester;

R. W. ILEY, distribution department, Northern Gas Board, Sunderland;

J. E. N. DAVIS, chief organisation officer, NALGO;

L. A. GARRATT, organising officer for gas staffs, NALGO.

Col. H. C. SMITH, C.B.E., D.L., J.P., deputy chairman of the Gas Council, was elected chairman of the N.J.C., and W. E. WEBB, J.P., chairman of the staff side, was elected vice chairman. The staff side elected J. E. N. DAVIS, as staff side secretary, and he and C. M. FLOWMAN, secretary of the industrial relations committee of the Gas Council, are the joint secretaries of the council.

Senior Officers

In an article in a gas periodical recently, J. R. W. ALEXANDER, the executive chairman of the Gas Engineers' National Guild, wrote, "The Guild and its branches desire to co-operate to the utmost with the Gas Council and the area gas boards and with organisations recognised as representing other grades of staff employees." (The italics are mine.) I fully agree with this view, except that it must not be thought that the Guild is the only organisation representing senior officers. NALGO has catered for such officers for the past 40 years, and has many of them in membership. It offers them unrivalled services, including those of a legal department which is recognised as a leading authority on compensation and superannuation.

Transport Service

IMPROVEMENTS WON ON COMPENSATION RULES

by JOHN LANCASTER

NALGO HAS SECURED important modifications of the regulations covering the provision of compensation for road haulage staffs who may lose their jobs as a result of the transfer of their undertakings to the British Transport Commission.

Copies of the draft regulations (the Transferred Undertakings (Compensation to Employees) Regulations) made by the Minister of Transport under section 101 of the Transport Act, 1947, were received at Headquarters last October. On reading them, the Association's legal officer noticed that they contained a similar provision to that in the draft Gas Staff (Compensation) Regulations to which, as was reported in "L.G.S." last December, the Association had taken strong exception. This limited the compensation payable to an officer who would have had no reasonable expectation of compensation had his undertaking been amalgamated with another before vesting date to a maximum of 26 weeks; he would not receive substantive compensation until he reached retiring age.

The draft regulations went further than this, introducing a new principle to govern the compensation of an officer who was employed by a composite undertaking and was partly engaged on activities transferred to the Transport Commission and partly on non-transferred activities, and who himself was transferred to employment with the Commission by virtue of the transfer of the road haulage part of the undertaking. They provided that if such an officer suffered loss of employment not later than three months after the date of the transfer, he was not to be compensated on his full salary but only on such proportion of it as related to the transferred activities.

Four Objections

NALGO raised strong objection to this and made the following additional points:

(a) The definition of "war service" excluded any voluntary extension of war service after the cessation of hostilities other than with the consent of the person in whose service the officer was both at the time of the consent and immediately before the commencement of his war service. On this, NALGO stated that it could not imagine any circumstances in which the employer at the time of the consent would be different from the employer before the commencement of war service, and suggested that the provision was unnecessarily restrictive. The Association submitted that the only consent which should be necessary was the consent of the employer who would be affected by the extension of war service.

(b) Objection was taken to a provision that an award of compensation may be

made retrospective, but not save in exceptional circumstances to a date more than thirteen weeks earlier than the date of receipt of the claim by the Commission.

(c) It was not clear whether accrued pension in the form of compensation was to be paid after an officer attained normal retiring age, as in the Health Service and other compensation regulations.

These points were discussed with officials of the Ministry of Transport and the Treasury Solicitor's Department on November 18, NALGO being represented by the legal officer and myself.

Points Reconsidered

On the major point, the Ministry officials were not inclined to agree at the outset that the officer should be compensated on more than the proportion of the salary which related to his road haulage duties. The legal officer pointed out that if a man earning £500 a year was taken over by the Commission and the Commission then found that it did not need his services, his loss was still £500 a year and not such proportion of that sum as might be allocated to road haulage duties. The officials saw the force of this argument and agreed that the draft regulations should be further considered in relation to the provision to which objection had been taken.

In regard to (a) it was agreed that the definition of "war service" should be considered further.

On (b) the legal officer referred the officials to paragraph 9 (1) of the National Health Service (Compensation) Regulations, which provided that compensation should be paid from the date of loss if the claim was made within three months thereafter. The officers agreed to look again at their draft, with a view to putting similar words in it.

On (c), it was stated that, in fact, the Minister would provide pensions for compensated officers in the regulations which were to be made under section 98 of the Act. In effect, the accrued pension provision of the other regulations would appear in two sets of regulations so far as transport was concerned, i.e. mainly in the regulations to be made under section 98, with the compensation regulations merely providing for the added years.

On January 27 the Association was informed that, as a result of the representations made, the paragraph of the draft regulations providing for partial compensation on transfer from a composite undertaking had been deleted from the draft, and therefore NALGO's main objection was successful.

Further, amendments have been made to cover the representations made on (a) and (b) so that, in regard to (a), the only consent necessary is to be that of the employer at the time when the consent is required; and in regard to (b) compensation is to be payable from the date of loss where the claim is made within thirteen weeks from that date.

Readers' Forum

Despite drastic condensation, we can publish fewer than half the letters now received each month. Letters for the April journal must reach the Editor, 1, York Gate, London, N.W.1., by March 13.

WAGE RESTRAINT

"Sham Economics"

NALGO'S INEFFECTIVENESS as a fighting organisation and its capitulation to the employers have never been more clearly demonstrated than in your February editorial.

For "L.G.S." tamely to follow the example of the employer-dominated press and T.U.C. and to reproduce their sham economics in support of wage restraints is lamentable. It is your duty to expose the poverty of these trashy economics.

To suggest that an increase in wages would cause a rise in prices is fantastic. Every economist knows that the raising and lowering of prices is dependent on the law of supply and demand and competition in the open market. The effect of a rise in wages is a reduction of profit.

To suggest that "high" wages coupled with relatively low output after the first world war were responsible for the slump of the '30s is arrant nonsense. Slumps are inevitable and regular phenomena in our economic system. They arise because the people do not receive sufficient in wages over any given period to buy the goods produced during that period.

The policy of stabilising wages and increasing production cannot eliminate this trend: on the contrary, it will merely hasten the end.

Higher pay would stave off the disaster for a while although, obviously, it could not avert it. All efforts should, therefore, be directed towards higher pay and exposure of sham economics.

Birmingham Branch.

H. J. GREW

Dangers of Deflation

I MUST PROTEST against your donning the mantle of an economic prophet and embarking upon the political indoctrination of NALGO to a set of arbitrarily selected arguments. There is not one word about the rôle that profits play in the unsettling of our economy, despite the fact that the Bulletin of the Oxford Institute of Statistics shows that, between 1938 and 1948, profits rose by 243 per cent., from £1,173 million to £2,857 million, while wages rose 205 per cent., from £2,474 million to £5,081 million. The Bulletin pointed out that, had profits risen to the same extent as wages, there would have been £700 million for price reductions. In the past twelve months,

profits have continued to climb to the heavens.

You ignore also the effect of arms expenditure on the economy. £800 million is a lot of money to spend unproductively, and this, more than anything else, with the draining from productive work of the armed forces and the workers engaged in supplying them, is the cause of the tension which threatens to break us in two.

Your argument that inflation in 1920 brought about the slump is fantastic. The "Manchester Guardian", in an article on Montague Norman on February 6, said: "His influence was early seen in the policy of rapid deflation which the Government and the Bank of England, acting together, began in 1920. Perhaps it was too rapid, for it not merely stopped the post-war unhealthy boom, but started a slump which did not really end in the succeeding peace years."

By devaluation, the Government is achieving the same objective. By reducing the purchasing power of the mass of wage and salary earners, it is forcing more and more goods upon an almost saturated export market. Sooner or later, if this policy is continued, that market will be hopelessly flooded and a great slump will ensue.

NALGO ought to face its adult responsibilities instead of leaving them to editorial re-hashers of outworn economic clichés. For heaven's sake let us take an intelligent interest and thrash these great problems out at our Conferences. A few years ago, you were bemoaning petty Conference agendas. Here are subjects made to your hand.

N.W. Gas Board,
Manchester.

TOM FERNLEY

TEACHERS' CLAIM

Some Comparisons

THE DECISION of the National Union of Teachers to terminate its salary agreement should spur NALGO to consider asking for revision of the National Charter. If the teachers' claim for an increase of £150 a year is valid, is there not an equally strong claim for a revision of the salaries paid to education staffs?

In my divisional education department, there are, apart from professional and technical staff, 36 employees whose ages range from 16 to over 60, and who are responsible for the administration of the education of a school population of over 17,000 in four grammar schools, two

technical schools, ten secondary modern schools, and 36 primary junior and infants' schools. Only one, apart from the borough education officer, is paid more than the maximum salary (including London "weighting") of an ordinary degree-less class teacher of a secondary modern or primary school.

This seems to me an appalling situation, when it is realised that:

1. The ordinary secondary modern or primary school class teacher can reach his maximum of £555 at 37—8, plus £48 London "weighting," whereas most local government officers get nowhere near this figure even at 65, and receive only £30 (maximum) London "weighting." In addition, one teacher in eight receives a responsibility allowance ranging from £40 to £150.
2. Most secondary modern and primary school teachers have no degree, have only had two years' training, and, in the case of entrants since the war, only one year's training. Many, before entering training college, had only elementary schooling, whereas, for local government officers, the "Charter" provides for a qualifying examination of not less than school certificate standard;
3. Teachers have a five-day week and are required to work only 25 hours a week (though a few voluntarily give time to other school activities) for forty weeks a year, compared with the L.G.O.'s 38 hours for 49 or 50 weeks a year.

If the teachers receive an increased reward, and all the political parties seem to be agreed that they deserve it, then I think NALGO would have every justification to press for a revision of the salaries of the staffs of education departments.

F. A. G. THORNE

1, Courtway, Hillside Avenue,
Woodford Green, Essex.

A LAYMAN'S GUIDE TO PLANNING



Overspill

A Contrast of Policies

THE POLICY of the teachers on salaries is in sharp contrast to that of NALGO, and I am curious to know why.

The teachers asked for an increase of £150 a year, which would have raised the maximum for men from £555 to £705. They didn't get it, of course, and immediately indignation meetings were held; letters written to the press; and a member of the Burnham Committee resigned in protest. Now, they have announced that they will not renew the Burnham Agreement.

All this had a good press. One political party included increased pay for teachers in its manifesto; "Punch" published a cartoon implying that teachers got less than bricklayers; two national daily newspapers stated that the profession was underpaid.

The teachers' policy is to ask for a lot and shout their grievances from the house-tops. NALGO's policy is to ask for nothing and issue a secret document about it!

Poole Branch.

H. F. INGRAM

MISCELLANEOUS GRADES

New Scheme Delayed

LAST JUNE you reported that, at its meeting in April, the National Joint Council had decided that, since the Miscellaneous and other grades available did not afford sufficient scope for satisfactory grading of those employees falling between "officers" and "workmen," it proposed to remove the Miscellaneous division from the national scheme of salaries and service conditions and to incorporate it in a supplementary scheme. It is common knowledge that the proposed new Miscellaneous grades are: I, £245—£285; II, £270—£330; III, £315—£375; IV, £360—£420; V, £405—£440; and VI, £460—£510.

At the Aberdeen Conference, the claims of officers in the Miscellaneous division were stated by H. A. JONES and J. MERCER and, in reply, J. W. MOSS, N.E.C., expressed sympathy and announ-

ced that, in an endeavour to eliminate one of the anomalies resulting from the conciliation award, a new maximum of £375 had been obtained in the former Miscellaneous I. This was £15 better than the former scale, Mr. Moss explained, but, so far, it applied only to officers who had been awarded the national standard. He added the hope that negotiations with other National Joint Councils would result in a complete new range of grades.

I shall be glad to learn when these grades are to be put into operation. What did Mr. Moss's statement mean? Who are the officers who have been awarded the national standard? Officers in my department are still receiving only £360 a year.

F. G. JONES

86, Severn Place, Efford, Plymouth.

The detailed scheme is still before the National Joint Council, but agreement has not yet been reached. It is hoped for soon. The maximum of £375 applies to education welfare officers and assistant inspectors of gas meters.

FINANCE OFFICERS

New Grading Hardship?

MANY OFFICERS of finance departments must have read with surprise the announcement in the February "L.G.S." that the National Joint Council had reduced the list of accountancy qualifications recognised when the Charter was introduced and, in particular, that it had omitted those of the Association of Certified and Corporate Accountants, the Institute of Cost and Works Accountants and, to a lesser degree, of the Chartered Institute of Secretaries. This will cause hardship to those who are qualified, or partly qualified; through the Associations not being recognised, since an officer who becomes an A.C.A.A. or an A.C.W.A. will, apparently, have no grounds for promotion to A.P.T. III, or Va, as the case may be, even though, in the latter event, he is employed in a costing section.

Had the National Joint Council insisted on I.M.T.A. only, there would have been little cause for complaint, except perhaps from C.W.A. employed exclusively on costing, but it seems anomalous to select two professional bodies and ignore the rest.

Finance Department
Castle Ward R.D.C.

N. CHARLTON

The National Joint Council does not intend to relate a salary or grade value to every qualification appropriate to the service. Even in the case of the I.M.T.A., it still lies with the local authority to decide whether a post needs a qualified man.

SHORTHAND TYPISTS

Case for Higher Pay

SEVERAL MONTHS ago, we heard that Conference had decided to press the claim of shorthand typists for increased remuneration. So far, apparently, nothing has been done, and I believe it has been suggested that difficulty was encountered in deciding on new rates of pay. I cannot understand why this should present any difficulty. The fairest way would be to pay shorthand typists, like other officers, in accordance with their qualifications. Ability can easily be assessed, since most efficient typists hold, or can obtain, certificates awarded by the Royal Society of Arts or some other public examining body.

It is unfair that the typist who spends time and trouble in improving her capabilities for the sole benefit of her employer should be unable to command any more salary than her colleague who has made no effort.

FAIR PLAY

Conference wanted a special scale for shorthand typists—not, as "Fair Play" suggests, more for one typist than for another. The claim is now before the National Joint Council.

PROVINCIAL "WEIGHTING"

Manchester Travel Costs

MR. SHUTER did well to draw attention in the February "L.G.S." to the absence of any action on the part of the N.E.C. to obtain "weighting" for the large provincial towns, upon which it has had definite instructions from the 1947 and subsequent Conferences.

We recently investigated travelling costs of the 56 NALGO members of this department. The average annual cost of travel to and from work was slightly over £15 per member, and the average distance travelled 12.8 miles per day.

We can assure members in Birmingham and other large towns that provincial "weighting" is well to the fore in the policy-debating sections of the Manchester branch.

Manchester Branch.

J. MORTON

The N.E.C. has taken action, pressing the claim in the local government, electricity and gas National Joint Councils. But the employers are united in their refusal to concede anything.

This Local Government



"The examination bar was given every consideration."—F. G. Howard, Lewes, Sussex.

GENERAL DIVISION PAY

"Snobbery" No Case for More

IN HIS LETTER in the February "L.G.S.," "Faloose" complains because juniors in the General Division are paid less than labourers. But why should he expect them to be paid more? Does he imagine that the average labourer is doing any less essential work than the clerk? In the present state of the country, the labourer may be more important. In any event, "Faloose" has the choice—labourer's jobs are not difficult to come by.

I suggest that NALGO cannot be expected to carry out a campaign for better conditions based on arguments of pure snobbery.

R. SAUNDERS

"Lynton," Mount Pleasant,
Ripton, Derbyshire.



£13

"A Mr. Fly for the Mayor's parlour."

LABORATORY TECHNICIANS

A Superannuation Injustice?

IN THE SUPERANNUATION scheme of the National Health Service, persons designated mental health officers are entitled to reckon every year of service after twenty as two years and to have their retirement pensions assessed on the last three years' salary. This designation is given only to officers having direct contact with patients. But medical laboratory technicians are not so designated, although their work is devoted solely to the patients, both on the wards and in the out-patient departments, and they are in direct contact with them for the purpose of their investigations.

I am sure the profession as a whole would welcome investigation and action at the highest level to remove this grave injustice to a section of health workers who devote the whole of their time to the treatment of patients.

H. B. HARDING

"Brooklands,"
Winwick Road,
Winwick, Lancs.

As was reported in "L.G.S." in October 1948, the Minister of Health has defined mental health officers as officers who "devote the whole or substantially the whole of their time to the treatment or care of mental patients or defectives" and has emphasised that "the governing criterion is responsibility for the care or treatment of patients." Mere contact without responsibility does not qualify, nor does responsibility for the administration of departments, apparatus, or machinery, without actual responsibility for the care of patients. Although this definition would appear to rule out medical laboratory technicians, any officer dissatisfied with his classification may raise the matter in his branch, for action by the district officer.

ATTENDANCE OFFICERS

"£13 Down Since Charter"

I AM A SCHOOL attendance officer, On April 1, 1946, before the Charter, I and my colleagues were getting a salary of £310, plus £20 for out-of-office hours

child employment duties and £10 cost-of-living bonus—total £348.

Today, we are getting £360, an increase of £12. The recent national award gives us another £15 next April, and we are to remain at £375 for three years if the standstill lasts two more years.

Since the award was announced, my local authority has stopped the issue of uniform clothing, which is equivalent, allowing for income tax, to a loss of £25. Thus, to-day, we are receiving £13 a year less than we got before the Charter to meet the increase in the cost of living over the past four years.

SCHOOL BOARD

The standstill at £375 is for two years, not three. Uniform has no relation to salary, and should be dealt with as a separate issue.

APATHY IN NALGO

"Old Joe" Not So Lifeless

IN CONDEMNING, as he does in the February journal, the alleged "cautious safety-first attitude" of NALGO members, J. R. WILLIAMS forgets the 101 obstacles—such as cramped living accommodation, a growing family, and lack of money—which make study practically impossible for many.

Though most of us appreciate the maxim, "Don't stay too long with one authority," a married man with a young family cannot move about the country at will, and becomes a "faithful old Joe" through no fault of his own—unless marrying and raising a family be a fault.

But if Mr. Williams thinks that most NALGO representatives are unenterprising, he must have been unfortunate in his choice of authorities. Most of the officers of my branch have served a good number of years with the same authority; they certainly do not lack "fire and punch." In my experience it is the "ships that pass in the night" that lack those sterling qualities.

S. V. WHEATCROFT

Herts County Branch.

TIME OFF FOR STUDY

"Spoon-feeding Candidates?"

THE PLEA for "time off for study" has much to commend it, but we should be chary of spoon-feeding candidates. Amongst my friends, I number a man who passed his exams in a P.O.W. camp; another who found time to qualify amidst the distractions of a senior army officer's life; a third who has given up his leisure for ten years to gain a double qualification; and a fourth who, though in receipt of a disability pension, did a good day's work and qualified by study afterwards whilst living with his wife in one furnished room.

These are the sort who get on. Until a man has tried a few years of back-breaking private study, he should not squeal.

Time off for study will not work in small authorities, where it merely gives the lucky few a free ride on their mates' backs, followed by use of the authority as a stepping stone. The man who has won through all difficulties has trained himself to concentrate, and has hardened his moral fibre.

I may be old-fashioned, but while I am truly sorry for those who genuinely cannot make the grade, I regard those who will not try their damndest as a legitimate source of cheap labour.

TASKMASTER

"LET THERE BE LIGHT"

Why Such Small Windows?

WHY, in this sun-starved country, do architects and builders put the tops of windows nine or ten inches from the ceilings, thus making the opposite side of the rooms unnecessarily dark, and causing waste of artificial light in the winter months? Our ancestors had more common-sense. Some of the old farms in my neighbourhood have windows close up to the ceilings.

RETIRED OFFICIAL

ON FIRST LOOKING INTO THE NEW "L.G.S."

Much have I pondered o'er the L.G.S.,
Though, no doubt, many pithy paras. passed;
On valued data but an eye I've cast,
Contributed by clever A.P.T.'s, I guess!

Oft of one pungent message I'd been told
That, grave and weighty, came from
Wisdom's pen;
Yet had I never read more words than ten
On that same page which NALGO to me
"sold"!

Now feel I like a man who's been upgraded;
No more I'll read "La Vie Parisienne";
By L.G.S. no longer am I jaded—
I stare at its bright pages, all its "gen";
Even through its "Scottish Notes" I've
waded—

I'll never curse its Editor again!

F.A.G.T.

We thank "F.A.G.T." for his generous
pledge—but will keep our fingers crossed!

ABINGDON WRITES HIS NALGO DIARY

FEW NEW M.P.s, I imagine, will be ignorant of NALGO's equal pay campaign. Before the election, all candidates were bombarded with a questionnaire, drawn up by the campaign committee, which inquired whether: (a) they supported the principle; (b) they would support its immediate application to state employees, by the method of continued increments suggested by civil servants; and (c) they would favour its extension to women in the local government and nationalised services.

At the time of writing, only early returns had reached Headquarters. But it is a hopeful sign that, of those returns, 48 per cent contain the promise to press for equal pay at once. The others are more guarded. Most Conservative candidates confine themselves to quoting from their party manifesto; replies from Labour candidates range from a bald "Yes" to all three questions, to an agreement qualified by reference to the country's economic position. The most forceful answers come from the Liberals, who emphasise their official policy of paying the rate for the job, regardless of sex or age, immediately.

Most Labour and Liberal candidates who supported equal pay for the civil-service favoured its extension to local government. But most Conservatives, while agreeing to similar treatment for the staffs of nationalised services, argued that adoption of the principle in local government should be left to the discretion of local authorities.

Keeping it in the Family

Fathers and daughters do not always see eye to eye, but what seems to be an ideal relationship exists at Hereford, where T. R. STEPHENS is branch president, and his daughter, MRS. V. A. LAWRENCE, vice-president. My picture shows them together, wearing their respective badges of office. So far as I am aware, their partnership is unique in NALGO.

Mr. Stephens became a member three and a half years ago. His daughter is a

member of the health department staff and has been in NALGO since 1941.

Tours to Oberammergau

The Association's special activities department has been quick to take advantage of the revival this year—for the first time since 1934—of the world-famous Oberammergau Passion Play. The performances start on Sunday, May 21. NALGO has made comprehensive arrangements for members at prices ranging from £22 18s. 6d. (third class travel by boat and rail) to £42 13s. (travel by air to Munich), and covering travel, accommodation for three nights there, meals, gratuities, transfer of hand-luggage, and a theatre seat.

Also available are programmes for one week and two-week holidays in the Bavarian Alps and Rhine Valley, to combine with a three-day visit to Oberammergau. Inclusive charges range between £28 5s. and £30 18s. 6d. for nine days, and £38 6s. for 17 days, with proportionate supplementary charges for second or first class travel, and other "extras."

An illustrated brochure giving details is available from Headquarters, and interested members should apply immediately.

Statistician for Pakistan

A census commissioner is wanted in Pakistan to conduct the proposed census there in 1951. The post is temporary and non-pensionable, with likely tenure of at least two years in the first instance. It will be based in Karachi, but will involve tours throughout the country.

Candidates must be between 40 and 55—the age limit will be waived only in special circumstances—and have high administrative ability, good statistical knowledge, and experience of large census operations. Salary will be up to 3,000 rupees a month—approximately £3,900 a year—and passages will be paid.

If any member is interested and will send an application, giving the usual particulars, to me at 1, York Gate, Regents Park, N.W.1, I shall be glad to forward it to the proper quarter.

Companion Wanted

A member asks me if I can help him to find a woman companion, preferably between 50 and 60, who would share a comfortably-furnished bungalow at West Byfleet, Surrey, with his widowed mother. If any interested will write to me at 1, York Gate, London, N.W.1, I will put them in touch with the member.

New N.E.C. Member

I offer a hearty welcome this month to H. MATHER, chief cashier, Manchester Corporation Waterworks, and chairman of the Manchester branch, chosen by the North Western and North Wales district to fill the N.E.C. seat left vacant by the untimely death of his colleague, ARCHIE HUTT.

Mr. Mather has been a NALGO member since 1920, and has been a district committee member, and staff-side member of the local joint committee since 1936; branch chairman since 1948; and district honorary treasurer for the past year.



Another M.B.E.

I also congratulate, though belatedly, J. S. RATCLIFFE, housing manager, Willesden, who was awarded the M.B.E. in the New Year's Honours list. Unfortunately his name was omitted from our list of honoured members last month.

District Staff Changes

Changes in disposition of district staff, arising from the transfer of J. C. HAMILTON to Headquarters, announced last month, are as follows:

G. HOOD, district organisation officer—from the North East to Yorkshire;

J. TURNER, Scottish district officer, to district organisation officer, North East.

After March 1, the address of the East Midland District Office will be Milton House, 6 and 8, Milton Street, Nottingham (Tel.: Nottingham 41996).

House for Sale

A NALGO member, acting as executor of an estate, wishes to sell (with vacant possession) a freehold, semi-detached house in Hanworth, Middlesex. Only two minutes from the Staines-Richmond bus route, it has three bedrooms, two reception rooms, kitchen, bathroom, and a large, well-stocked garden with toolshed and heated greenhouse. Price, £2,500, no offers.

If any interested will write to me at Headquarters, I will put them in touch with the member.

Obituary

I regret to record the death of WILFRED HYNES, F.L.A., F.R.S.A., borough librarian, Eastbourne. He had been branch chairman, and was twice president of the branch.

I also regret to record the death, on February 13, of STANLEY WILSON, 85, former town clerk, Tynemouth.



MY BOOKSHELF

by EDWARD KAY

Hospitals Year Book

THE NEW EDITION (1949-1950) of *The Hospitals Year Book*, published by the Institute of Hospital Administrators (37s. 6d.), shows many changes, mostly improvements. It provides, in eminently convenient form, a mass of data of value to all associated with the new service. Directories include government departments, hospital authorities, Whitley organisations, and a host of other bodies linked with the service. Special articles, of high standard, survey and criticise the various parts of the service. The editorial survey concludes that the regional hospital boards have proved effective instruments for general direction and control, but deplores the tendency of some to interfere in detailed management. Equally, the house committees are castigated when they assume executive powers which belong to hospital management committees.

Administrative Tribunals

There are nearly a hundred judicial or quasi-judicial tribunals outside the ordinary law courts: they are quicker, cheaper, and simpler, but have sprung up so fast and with so little co-ordination that they reveal an astonishing variety of constitutions and practices. Professor Robson has already made an eloquent appeal for their reconstitution on the basis of uniform principles, and his efforts are now ably supplemented by R. S. W. POLLARD and his collaborators in *Administrative Tribunals at Work* (Stevens, 17s. 6d.). This is a study, prepared under the auspices of the Institute of Public Administration, of the nature and working of a number of tribunals, together with proposals for rationalising their make-up and methods. The ramification of these bodies is so wide today that few citizens, and no public officials, are outside their influence. The book is therefore of wide interest; it is, moreover, lucidly and persuasively written.

For the Young

We in the public service who have a special interest in books about our system of government should welcome especially one that enables a child to understand it. A cheerful and practical attempt is made by CHARLES FURTH in *You and the State* with illustrations by IAN T. MORISON (Allen and Unwin, 3s. 6d. library edition; 2s. 3d. school edition). Into thirty-two pages of simple text and unsophisticated pictures, the authors have compressed the whole story of our way of government, central and local.

More Reform Proposals

Interest in local government reform may well revive when the new government gets down to its domestic programme. A short but thorough survey of the current defects is provided by PETER SELF in his shilling Fabian pamphlet *Whither*

Scottish notes

by R. DEAS

LAST YEAR'S Scottish membership figure tops that of 1948 by more than ,000, bringing the total number of paid-up members at October 31 to 14,980. Seventy-five per cent. of these are organised in local government branches.

Scottish Conference

This was held in Edinburgh on February 18. After the morning business meeting, the Conference session was opened by the SIR ANDREW H. A. MURRAY, Lord Provost of Edinburgh, who welcomed the delegates on behalf of the Corporation.

The fate of the eleven motions submitted by branches was not known when these notes were being written, but they had been before the district finance and general purposes committee. The committee backed the first of two motions by Glasgow branch, which dealt with equal pay, but opposed the second, dealing with an all-round increase in salaries. A similar motion was defeated at the December meeting of the district committee. Aberdeen also submitted two motions, one demanding quicker action by the Scottish J.I.C. in dealing with the Miscellaneous Division problem, the other on affiliation to the T.U.C. Two motions from Kirkcudbright dealt with superannuation, on which further clarification seems necessary. The Glasgow Gas and Health service branches both submitted motions on the re-organisation of the Association, parts of which were opposed by the committee.

A Renfrew branch motion asked the N.E.C., in drawing up new rates of subscriptions, to bear in mind the need for keeping subscriptions of the lower wage groups as low as possible.

The Edinburgh branch motion, asking for an inquiry by the N.E.C. into expenditure throughout the Association, and suggesting that the Council should offer general guidance to branches and district committees on any financial matters, raised questions of branch autonomy

Local Government? Mr. Self goes on to advocate a three-tier structure, functions being divided between region, county, and borough, not uniformly but according to local needs and circumstances.

Miscellany

Thames Bank Publishing Company have issued *Essentials for Landlords and Tenants* by G. H. C. VAUGHAN (2s. 6d.). A new text-book for registration officers, incorporating legislation up to 1949, is *The Law Relating to the Registration of Electors*, by F. H. SMITH (Hadden Best, 12s. 6d.).

and met with some opposition from the committee. At present, any branch in doubt may consult Headquarters.

J.I.C. Meeting

The Scottish J.I.C. met in Glasgow on February 1. It rejected an application from the Institute of Burial and Cremation Administration for its examinations to be added to the list in appendix "B" of the Charter. It felt that the small number of Scottish public officers taking the examination did not justify its inclusion at present. Should the number increase, the Institute may apply again.

The following matters were remitted to the executive committee for consideration and report:

1. Payment for jury service, arising from a letter from Glasgow corporation;
2. Addition of two further grades to the A.P.T. division; and
3. Establishment of local joint committees.

Parting Gift

At the January meeting of the Edinburgh branch executive committee, J. V. WARNER, branch chairman, presented a cheque for £30, subscribed by members, to R. ADAMS, a former honorary secretary of the branch and recently-retired member of the N.E.C. and J.I.C. The amount was subscribed by branch members in appreciation of his services to the Association.

Obituary

I regret to report the death on January 17 of THOMAS M. AITKEN. He was a keen NALGO member, who served on the Glasgow branch executive committee from 1924-26, and was first chairman of Rutherglen branch on its formation in 1944. Mr. Aitken was in the public assistance service for 42 years and, in 1942, was elected president of the Society of Public Assistance Officials of Scotland.

Education notes

by K. S. CARTER

THE NATIONAL Executive Council is offering 15 scholarships of ten guineas each to members submitting the best essays on the following subjects:

1. The effect of transfer of local government services from local to central control;
2. A post-entry training scheme for clerical and administrative staff (with special reference to one of the following services: local government, electricity, health, gas, or transport);
3. Administrative efficiency;
4. Careers for women in local government, electricity, health, gas, or transport.

In addition, supplementary awards of £50 will be made to the five most promising candidates. Awards will be made only if a satisfactory standard is attained.

Candidates must be pursuing or intending to pursue a course of study appropriate to their careers, and must have been members of NALGO for the two years before the date of submission of their essays, or from the date of their eligibility for membership. Notification of intention to submit an essay and choice of subject must reach me by March 31, after which an official entry form will be supplied. Four copies of each essay, not exceeding 3,000 words, must be received at Headquarters not later than May 31.

London University D.P.A.

On January 25, the vice-chancellor of London University received a NALGO deputation, consisting of A. E. ODELL, chairman of the education committee, J. H. WARREN, the general secretary, and myself, to discuss eligibility for taking the diploma under the University's revised regulations, which insist on the possession of a degree or professional or technical qualification and three years' administrative experience before registration.

NALGO's representatives were told that, for the most part, the recognised appropriate professional or technical qualifications for local government posts would be approved for registration purposes, provided that the applicant was doing work which could properly be regarded as "administrative." Since so much depends, however, on the applicant's duties, the University does not propose to issue a list of "recognised" qualifications, and each case will be judged on its merits.

The vice-chancellor and her officials, though sympathetic, were unable to agree to any relaxation of the new regulations in favour of students who had begun courses of study with the intention of taking the diploma, but had not registered

before July 20 last year, and were now unable to comply with the new conditions. Neither were they prepared to extend the existing lecture facilities for London students.

I shall be pleased to advise members who wish to study for the new D.P.A.

Summer School Scholarships

Will districts, areas, and branches intending to offer scholarships for this year's summer schools please let me know, so that places can be reserved for their nominees? So far, 35 scholarships have been notified. Committees are adopting various methods of selection. The South-West, for example, is reserving its two places for members of small branches, while the North-East has given £40 to assist intending students in its area. E. S. VARELEY, Education Offices, Prince Consort Road South, Gateshead, 8, will welcome applications.

Oxford Summer School

As previously announced, there will be two series of lectures at the Oxford school, to be held this year from July 8 to 15. One will be elementary and descriptive, intended primarily for junior officers and the Dutch officers who are expected to join the school. The other will be based on the general theme, "The place of local government in democratic society." It is hoped to plan the timetable so that all students may, if they wish, attend both series.

The descriptive lectures will cover the constitutional position of local government in this country and in Holland; the structure and functions of British local government; the social services; the work of a city council; and NALGO and local government.

Lectures in the main series will cover the essential nature of local self-government; current problems; possible new functions for existing local authorities; local government administration; local government finance; and local government reform.

Area Secretaries' Meeting

Thirteen area and district education committees were represented at a national meeting of area education committee secretaries held at the Council House, Birmingham, on January 28.

The meeting discussed the functions of area education committees, with particular reference to the non-local government membership, and it was agreed that area committees should be composite, and assist the development of facilities by

and for the electricity, gas, transport, and health services as well as for local government.

Exchange Visit

MR. JOHN ELDH, a cable foreman at the Katrineholm electricity works, Sweden, would like to exchange visits with a British colleague. He is offering hospitality to a NALGO member and his wife, and in exchange would like to bring his own wife to this country during July or August. Any interested member should write to Headquarters at once.

Textbooks, Please!

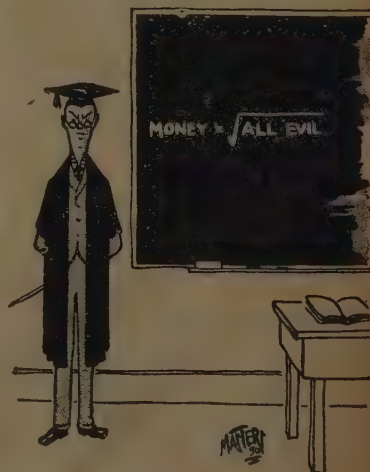
Stone's *Hospital Accounts and Financial Administration*, published by Faber, is now out of print, and is urgently wanted by students taking the I.H.A. examination in June. Will any member who has an unwanted copy please sell or loan it to the NALGO lending library? We can pay up to £1 for second-hand copies.

Ashridge Weekend School

The Metropolitan area education committee school at Ashridge on April 14-17 has been specially planned for non-local government members. It is hoped to attract students from all sections of the membership so that there can be a wide exchange of views and experiences. The programme is as follows:

The Relationship between Central and Local Government, by LORD BURDEN; *Administration in a Nationalised Industry*, by DR. R. W. REVANS, B.Sc., Ph.D., director of education and training, National Coal Board; *What is an Administrator?* by NOEL HALL, M.A., director of the administrative staff college, Henley; and *The Administrator and the Individual*, by MR. VICARS BELL, school-master and historian.

Full details from A. E. KAY, County Hall, Chelmsford, or your area education secretary.





... a good time was had by all

AND will be by many more this year. For NALGO's holiday centres—Croyde Bay (North Devon) and Cayton (near Scarborough) need only you to make the happy, healthy, homely holiday complete.

Both centres have fine beaches in lovely surroundings; modern, comfortable chalets; good food; every kind of recreation; and, above all, personal attention to your own likes and dislikes. Special arrangements are made for the comfort and enjoyment of children.

The cost—£5 14s. a week to members and £3 13s. 6d. for their children (£2 5s. 6d. if aged under four)—includes social fund contributions and tips to unseen staff.

The centres are open from May 27 until September 23 (Cayton) and 30 (Croyde). Bookings are already heavy, but there are still vacancies, particularly from May 27, and in June and the late part of September.

How to book—ask your branch secretary, or write to NALGO, 1, York Gate, Regent's Park, London, N.W.1, for an application form, which should be sent to the above address with the appropriate deposit as soon as possible.

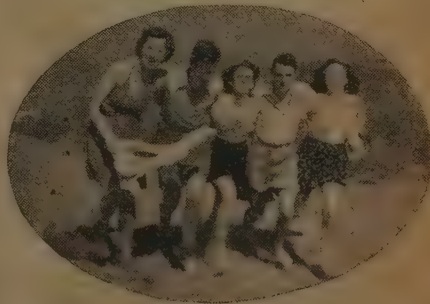
For the under 25's, NALGO offers this same first-class holiday at an inclusive cost of £4 8s. a week at Croyde from May 27–June 3, and from September 23–30; the best holiday, at the lowest price, obtainable anywhere today.

If it's the perfect *hotel* holiday you want, stay at "Cefn-y-Mynach," College Avenue, Rhos-on-Sea. Ideally situated near the beach, swimming pool, golf, and bowls, it has tennis, putting, and billiards. From £5 5s. a week to members and friends. Particulars from the Manager at the hotel.

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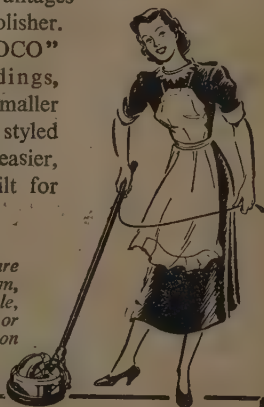


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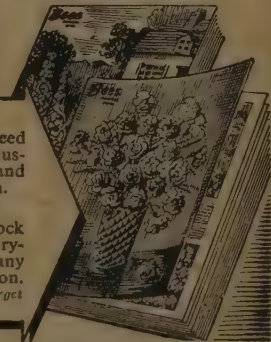
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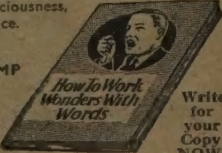
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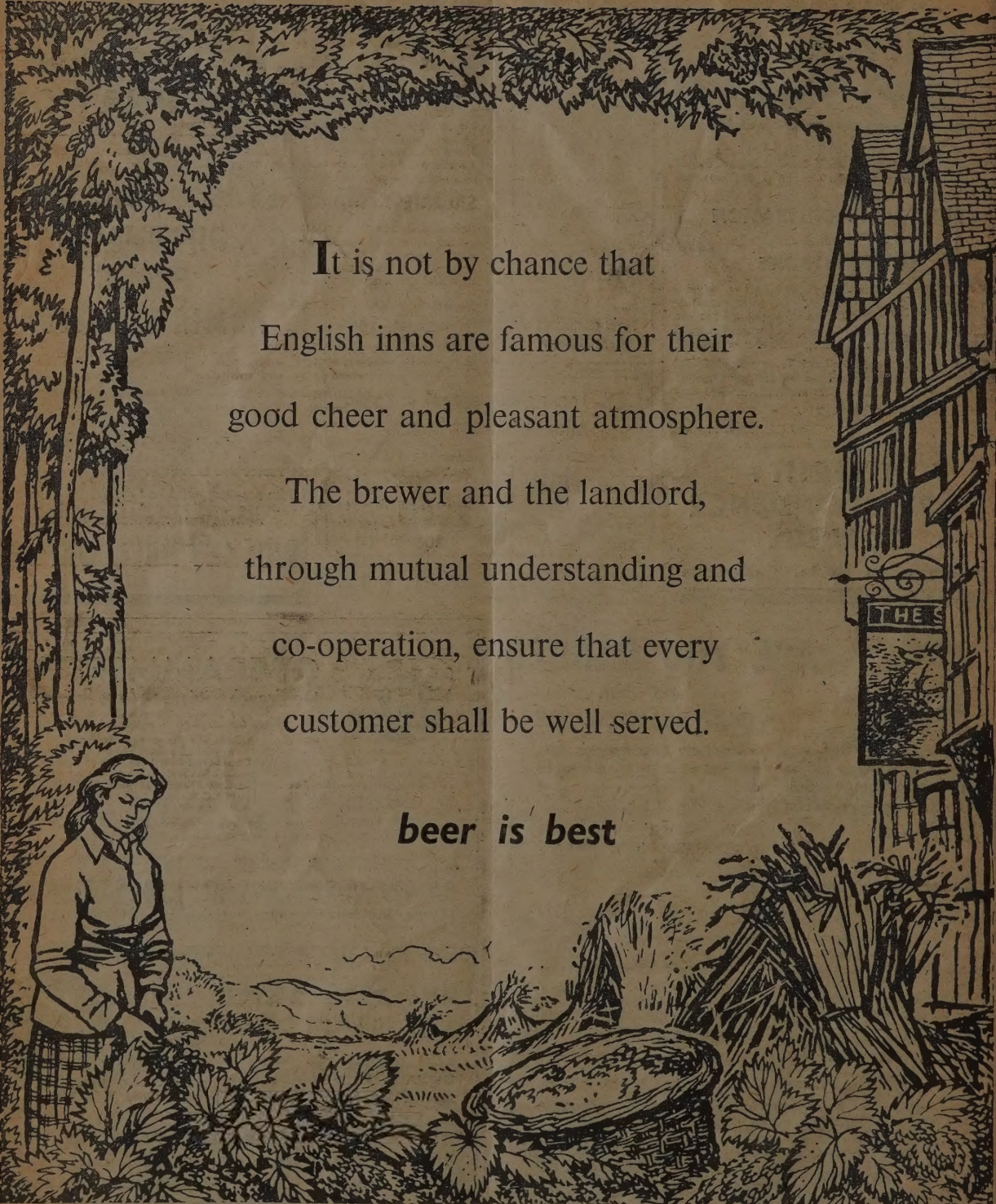
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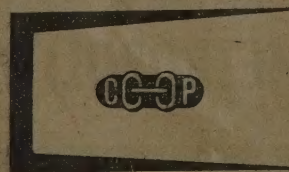
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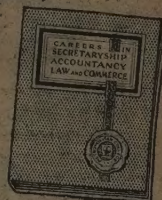
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